

PRESIDENT'S COLUMN

Loretta Czernis:
Envisioning a
family-friendly
campus.

See Page A3

ACTUALITÉS

Selon un groupe de travail, l'avenir de la médecine clinique est en péril.

Voir Page A11

BOOKSHELF

9/11: Lament for Canada
Will our anti-terrorism act lead us down the road to tyranny?

See Page A12

Letters

Campagne contre l'amiante

A2

OPSEU Joins CAUT

A4

Le chronomètre de l'endettement

A5

Carrières

A9

B1

CAUT ^{III} ACPPU BULLETIN

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Le SEFPO se joint à l'ACPPU

Le Syndicat des employé(e)s de la fonction publique de l'Ontario (SEFPO), qui représente le personnel de 24 collèges d'arts appliqués et de technologie de l'Ontario, est devenu membre de l'ACPPU en novembre dernier.

« C'est avec grand plaisir que nous accueillons le SEFPO parmi nos membres », a déclaré Loretta Czernis, présidente de l'ACPPU. « Le SEFPO est l'un des plus grands et plus puissants syndicats dans le secteur de l'enseignement postsecondaire. Sa division du personnel scolaire des collèges fera profiter de son dynamisme et de son expérience à notre organisation. »

Le SEFPO représente 8 336 professeurs et professeurs de collèges communautaires, dont 483 enseignent dans des programmes conférant des diplômes. Le système de collèges communautaires de l'Ontario est le plus grand au Canada : il réunit des collèges comprenant quelques milliers d'étudiants de même que des établissements comme le Collège Seneca à Toronto qui rassemble 17 000 étudiants à temps plein et 90 000 à temps partiel.

Le SEFPO a délégué Ted Montgomery, président du syndicat des professeurs du Collège Seneca, à sa première assemblée du Conseil de l'ACPPU. Son substitut était Paddy Musson, présidente de la division du personnel scolaire des collèges et présidente du syndicat des professeurs du Collège Fanshawe à London.

« Maintenant que nous comptons comme membres le SEFPO et la Fédération de Post-Secondary Educators de la Colombie-Britannique [appelée auparavant la CIEA], nous représentons les deux plus grands regroupements de professeurs de collèges au Canada », souligne James Turk, directeur général de l'ACPPU. « Cette affiliation nous permettra de faire mieux entendre au gouvernement fédéral nos préoccupations en matière d'enseignement postsecondaire et insufflera une nouvelle énergie à notre organisation. »

À son assemblée du 26 novembre, le Conseil de l'ACPPU a approuvé à l'unanimité la demande d'adhésion du SEFPO. ■

English on page A5.

Task Force Report Gives Rx for Clinical Faculty



Pictured from left to right — Gordon Guyatt, Alan Jackson, Philip Welch, Carol Cass & Derryck Smith, CAUT's Task Force on Academic Freedom for Faculty at University-Affiliated Health Care Institutions.

THE independence and integrity of medical education and research in Canada are at risk because too many clinical faculty do not enjoy the same academic freedom and employment rights as their non-clinical colleagues, warns a report issued last month by a task force of medical experts established by CAUT.

The report, *Defending Medicine: Clinical faculty and academic freedom*, concludes that the freedom of clinical faculty to challenge prevailing orthodoxies or criticize decisions made in their institutions is increasingly vulnerable to pressure from outside interest groups, university administrators and corporate and government funders.

“This is a critical moment for clinical faculty,” the report says. “Funding shortfalls have placed great strain on universities and health care institutions. Administrations have responded by building increasingly hierarchical management structures, structures that may produce narrow, immediate efficiencies, but place the future of academic medicine in danger. Pressure to produce clinical income takes time away from teaching and research. Incentives to create commercializable products push economic concerns, rather than scientific and ethical considerations, to the forefront. As room for independent thought, action and critical examination

— the very things that advance the quest for greater human knowledge — disappears, universities and affiliated health care institutions are themselves diminished.”

Derryck Smith, head of the division of child and adolescent psychiatry at the University of British Columbia and a coauthor of the report, said changes must be made to protect the health of Canadians.

“It’s very important for researchers to be unfettered in their academic pursuits. In this case, it’s particularly important because the outcomes affect the health of individual patients and populations,” he said in an interview.

“The problem with clinical faculty is they are often caught in the vortex of three different systems — the university, the hospital and the research institute. If you then throw in the influence of the pharmaceutical industry, you have a potentially toxic mix of influence being brought to bear on individual faculty.”

The task force says explicit protections of academic freedom for clinical faculty must be included in all employment contracts. Also, clinical faculty must have better access to fair and independent

See REPORT Page A9

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Discount Rates Page A5



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2675, promenade Queen'sview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENTE
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LETTERS COURRIER

Copyright Review 'Lite'

In the November 2004 Bulletin, Michael Geist describes Access Copyright programs using such inflammatory and silly terms as "cash grab" and "unnecessary." He makes no distinction between scientific and scholarly information (for which creators have already been paid), which is owned by large predatory corporations like Elsevier and Kluwer, and which scholars would love to have freely distributed) and creative works (for which creators need to be paid and protected and have not been paid, or only minimally so).

Geist's distinction between historical material and current material is fine and important, but he lumps the Nobel prize winners' concerns, which are dead-on for scholarly work, with poets, magazine journalists and short story writers, who have fragile existences at best. No cushy Canada Research Chairs for them. Overall his analysis is "lite," misleading and dangerously generalized.

DAVID WALTNER-TOEWS
Population Medicine
University of Guelph

Copyright a Nuisance

In his commentary on copyright (Bulletin, November 2004) Michael Geist suggests "copyright is important to the education community." In my 25 years as an educator I have not seen any evidence of this. In fact, according to numerous recent discussions both in print and on the Internet, many members of the academic community view copyright as a nuisance. It unduly complicates and often prevents their access to research and educational materials without bringing them any tangible benefit in return.

With the exception of a relatively narrow category of successful commercial authors, copyright does not really "compensate creators" in the academic world. As an author of more than 100 research papers — all copyrighted, by the way — I have never received a penny for any of them. Indeed, as a rule I'm usually asked to pay often outrageously high publication charges. Furthermore, several of my colleagues who have published educational textbooks admit their royalties, if any, are largely symbolic. The same is true for most research monographs.

As a popular saying goes, one of the most frustrating activities is to try to improve something which should not have existed in the first place. In my view copyright fits the bill. While it may have served some good purpose in a pre-digital economy, its continued existence in the digital age, at least as far as the academic world is concerned, brings more harm than good. The best strategy for the academic community would be a cohesive effort for its gradual phase-out, the first step of which could well be a shortening of its term to three or five years after the original publication.

ALEXANDER A. BEREZIN
Engineering
McMaster University

Michael Geist Replies

While at first blush Professors Waltner-Toews and Berezin appear to be commenting on copyright from opposite perspectives — Waltner-Toews expressing concern that creators of creative works should be suitably compensated while Berezin calling for a phase-out of copyright within the academic community — both are ultimately focusing on the same issue. That issue is how to develop an appropriate copyright balance that serves both the needs of creators and the broader public interest, including the education community.

The notion of balance is well known within the scientific world. Patents grant inventors exclusive monopolies on their inventions for a limited period of time. In return, the public receives access to the full inventions immediately and can freely use the patents upon their expiry. The same balance exists in copyright. Creators gain a basket of exclusive rights in their work for a limited time (although not quite as limited as patents) and in return the public benefits from both the creation of the work and from a series of user rights, including fair dealing for private study or research that enable it to freely use portions of the work without permission.

The danger with the Canadian Heritage committee's copyright reform proposal is that it dramatically alters this balance by granting creators significant new rights without adequately addressing the user side of the equation. In fact, the proposal will actually take away rights the education community already enjoys under current Canadian copyright law. It does this without regard for the source or type of work. All copyrighted work found online will be affected, whether a scientific journal article or a poem.

The issue here is not whether creators will be paid. Rather, it is whether they will be paid multiple times, often for work for which they neither expect nor are entitled to compensation. That certainly sounds like a cash grab to me.

MICHAEL GEIST
Canada Research Chair in
Internet & E-Commerce Law
University of Ottawa

Asbestos Statistics Inaccurate

In her article on asbestos (Bulletin, November 2004) Loretta Czernis incorrectly stated that asbestos is banned in Canada. She then gave a dramatic illustration of its harmfulness, claiming the Institut national de santé publique du Québec (INSPQ) found that women in the asbestos-mining region of Quebec "have the highest rate of mesothelioma of the pleura among Quebec men and women" are respectively 9.5 and 2 times higher than rates observed among women in the rest of Canada; and "Two regions of the province, Chaudière-Appalaches and Montréal show significant excesses of mesothelioma of the pleura."

However, the eminent scientist Philip Abelson instead noted that four epidemiological studies of this region "show that lifelong exposure of women to dust from nearby mines caused no statistically significant excess disease." Similarly, Quebec researchers studying the same region "found no measurable

excess risk of death due to lung cancer among women."

Neither Czernis nor CAUT's health and safety officer, to whom she directed me, could provide a source for the claim attributed to the INSPQ, only the less dramatic statistic that "Quebec citizens also show significantly higher rates of mesothelioma of the pleura than men and women in the rest of Canada and in several other countries." Czernis did not mention that there are both amphibole and chrysotile types of asbestos and that the chrysotile form mined in Quebec is less dangerous. Nor did she note that asbestos substitutes are also hazardous, and that when appropriate precautions are taken, asbestos can be used safely. We also should not forget that abandoning asbestos has resulted in economic devastation of mining communities. Further, its absence as fireproofing in the World Trade Center may have led to its premature collapse on 9/11 and thus to a significant increase in deaths.

I do not wish to take sides in this contentious debate. I point out only that there is a debate. When statistics are used to resolve it, care should be taken to ensure their accuracy.

STEPHEN BLACK
Psychology
Bishop's University

Professor Black, claiming he does not want to "take sides" in the "debate" about the hazards of asbestos, largely ignores the arguments of Canada's Asbestos Institute (recently renamed the Chrysotile Institute), one of the leading promoters of asbestos use in the world.

The Canadian asbestos industry's claim that chrysotile asbestos is a less harmful form of asbestos is simply not true. More than 30 countries have banned asbestos entirely. The federal Hazardous Product Act bans many asbestos products in Canada. Federal and provincial occupational health and safety acts, and the Workplace Hazardous Materials Information System (WHMIS), make clear that asbestos in all its forms is a carcinogenic health hazard and is strictly regulated in all Canadian jurisdictions.

The reference provided Black states that "all types of asbestos have been associated with mesothelioma, pulmonary cancer and asbestososis"; the rates of mesothelioma of the pleura among Quebec men and women "are respectively 9.5 and 2 times higher than rates observed among women in the rest of Canada"; and "Two regions of the province, Chaudière-Appalaches and Montréal show significant excesses of mesothelioma of the pleura."

Black is right that asbestos miners and their families must not be forgotten. The answer is not continued exposure to asbestos but closure of the mines and decent lifetime compensation for the miners and their families.

CAUT supports a worldwide ban on asbestos. In the meantime, we are doing all we can to protect staff and students from asbestos exposure which, despite the efforts of the Chrysotile Institute, is not a matter for debate but for action. — ed.

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COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Envisioning a Family-Friendly Campus



By LORETTA CZERNIS

WE need to find ways to make academic work more family friendly.

That's the message I take from new data CAUT has collected showing a significant "baby gap" among female faculty members. Nearly one half of the female academics in Canada between the ages of 35 and 39 have no children under the age of 12 living at home. For female physicians of the same age, by contrast, less than a third have no young children. What is it about academic work that has created this baby gap?

Many women will tell you that trying to combine an academic career with raising children creates a number of problems. Time taken off for maternity leave can delay the tenure process and disrupt research commitments. In fact, the not-so-subtle message in the academy, and something I heard many times while in graduate school, is: "Don't even think about having babies until you have your tenure. If you get pregnant, it will mean the end of your career." Unfortunately even some women who obtained tenure and then had babies have been disadvantaged.

Mary Ann Mason, the first woman dean of graduate studies at

the University of California at Berkeley, has surveyed women in the American academy on this issue. Her results show that not only do babies make a difference to women's academic careers, but also the timing of when they have babies is significant. Overall, men with "early babies" — those born within five years from when a parent has completed a PhD — are 38 per cent more likely than women with early babies to become tenured. Women with early babies are 71 per cent more likely to take a few years off before pursuing the goal of tenure and of those, very few return to a tenure-stream position.

The result is that most men who obtain tenure are married with children while most tenured women are not married and more than twice as many delay having children for as long as 12 years after completing doctoral studies (more than twice as many as men). Of the women with PhDs who do have children, many wind up on the contract academic staff treadmill.

The problem facing women is that the critical childbearing years are also the same years in which they must establish their academic careers. In Mason's words, these are the years when the "fast track and the reproductive track are on a collision course."

Some might argue female academics who don't have children have simply chosen to put their

careers before family. However, the evidence shows this is less a choice than a requirement. In her survey, Mason asked women and men if they wanted to have more children. She found that more than a third of the female faculty wanted more children, in comparison to just 18 per cent of their male colleagues.

Clearly, the nature of academic work means women have to make tremendous sacrifices. Changes need to be made that ensure women are not penalized for having families. The University of California has developed some policies that are worth considering around "tenure clock stoppage" for new mothers, part-time work arrangements and guaranteed childcare places.

CAUT is actively encouraging and supporting more family-friendly policies at our universities and colleges. In addition to ongoing collective bargaining support for locals on this issue, CAUT is conducting a survey on campus-based day care facilities and looking into the impact of women's different career tracks on their pension benefits.

We cannot rely on the whims of administrators to take the initiative. CAUT and its member faculty associations need to develop policies and language that can be enshrined in our collective agreements. It's time our campuses become more family friendly. ■

Evidence Refutes Foes of 'Big Government'

Countries with largest public sectors also have healthy economies.



By MARC LEE

experience of countries with large public sectors has been towards implementing pro-growth taxation and spending policies.

On the tax side, these governments have tended to tax capital lightly to avoid capital flight. They also tend to rely more on consumption taxes, particularly those for gas, alcohol and tobacco. These taxes, while considered regressive, were introduced as part of a social bargain that the proceeds would fund beneficial social programs.

The flip side of taxation is public spending. On the spending side, welfare state countries have invested in public services, such as health care and childcare, that have pro-growth impacts. A lesson for Canada is that we should press forward with a national early childhood education and care program. Such a program makes good economic sense, both in labour market impacts for women, and the cognitive impacts for young children. University of Toronto economists Gordon Cleveland and Michael Krashinsky find a two-dollar return for each dollar invested in childcare.

Canada has tax revenues (an indicator of size of government) of about 36 per cent of GDP, a bit less than the average for the most advanced economies of the OECD (38 per cent), and much smaller than the European countries (42 per cent).

Eleven countries in the OECD are in the same income range as Canada (just under US\$30,000 per capita), but have larger public sectors. Topping the list are Sweden and Denmark, the countries with the largest shares of taxes-to-GDP in the OECD (54.2 per cent and 48.8 per cent, respectively).

If "big government" led to weaker economic performance, the Scandinavian countries, which have much larger governments than Canada, should all be economic basket cases. But this is not the case. These countries have among the highest productivity and living standards in the world.

Also in the same income range as Canada are Japan and Australia, countries with shares of taxes-to-GDP closer to the low end (27.1 per cent and 31.5 per cent, respectively). Interestingly, the country with the lowest level of taxes-to-GDP, Mexico at 18.5 per cent, was second-lowest in income. Luxembourg, with a very high average income of US\$50,600, nonetheless had taxes that amounted to 41.7 per cent of its GDP.

The basic result holds for other measures of economic performance and other indicators of the size of government. In a detailed review of the evidence by U.S. economist Peter Lindert, he asks why European welfare states have not had the negative effect on growth that many economists assume it should. He finds that the actual

enemies of "big government" fight their battle on ideological rather than economic grounds. Economically, the key questions seem to be not how much tax is taken as a percent of GDP, but what tax mix is used, and what is the money spent on. These considerations dwarf the simple idea that big government is bad for growth.

There is no economic reason why Canada could not expand its public sector by a significant margin. This would invigorate, not kill, the Canadian economy, and could greatly improve it if new expenditures went to pro-growth investments.

What is refreshing about this research is that it reinforces the idea that public policy is about making choices. We can choose to engage in good social policy without fear that the economic sky will come falling down on us. ■

Marc Lee is an economist based in the B.C. office of the Canadian Centre for Policy Alternatives and is the author of *Size of Government and Economic Performance: What does the evidence say?* available at www.policyalternatives.ca.

Reprinted from the CCPA Monitor, November 2004.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

LE MOT DE LA PRÉSIDENTE

Vers une conciliation travail-famille

Par LORETTA CZERNIS

Il nous faut trouver des moyens de rendre le travail universitaire plus favorable à la famille.

C'est le message que je retiens des nouvelles données recueillies par l'ACPPU et faisant ressortir un « baby gap » important parmi les professeures membres. Près de la moitié des femmes universitaires au Canada, âgées de 35 à 39 ans, n'ont pas d'enfants de moins de 12 ans à la maison. Par contre, moins d'un tiers des femmes médecins du même âge n'ont pas de jeunes enfants. Pourquoi le travail universitaire accuse-t-il ce « baby gap »?

Bon nombre de femmes vous diront qu'essayer de mener de front une carrière universitaire et une vie familiale occasionne un certain nombre de problèmes. Le temps pris pour un congé de maternité peut retarder le cheminement vers la permanence et désorganiser le calendrier des recherches. En fait, le message peu subtil véhiculé dans le milieu uni-

versitaire, et que j'ai souvent entendu pendant que je faisais des études supérieures, est le suivant : « Ne pensez même pas à avoir des enfants tant que vous n'aurez pas obtenu votre permanence. Tomber enceinte aura pour conséquence de mettre un terme à votre carrière ». Malheureusement, même les femmes qui ont obtenu leur permanence et qui ont ensuite eu des enfants ont été désavantagées.

Mary Ann Mason, la première femme doyenne des études supérieures de l'Université de Californie à Berkeley, a réalisé un sondage à ce sujet auprès des femmes universitaires américaines. Les résultats révèlent non seulement que la maternité a une influence sur la carrière universitaire des femmes, mais aussi que le moment où elles mettent au monde leurs enfants est un facteur important. Dans l'ensemble, les femmes qui ont des enfants au début de leur carrière — des enfants qui sont nés dans les cinq

ans qui suivent le moment où un parent termine son Ph.D. — ont 38 % plus de chances que les femmes qui ont des enfants au début de leur carrière d'obtenir leur permanence. Ces femmes sont 71 % plus susceptibles de prendre un congé de quelques années avant de cheminer vers leur permanence, et de ce nombre, très peu retournent au travail dans un poste conduisant à la permanence.

Il en résulte que la plupart des hommes qui obtiennent leur permanence sont mariés et pères d'enfants tandis que la plupart des femmes titulaires ne sont pas mariées, et plus du double attendent d'avoir des enfants jusqu'à 12 ans après avoir terminé leurs études de doctorat (plus du double de tous les hommes). De toutes les femmes titulaires d'un Ph.D. qui ont des enfants, bon nombre d'entre elles se retrouvent parmi les effectifs universitaires contractuels.

Voir CONCILIATION à la page A10

Help protect academic freedom.

Greetings,

As an educator and researcher, you should know this date: September 15, 1958. On that day, a crucial part of your professional identity was born. That's the day on which Harry Crowe, a tenured professor at United College (now the University of Winnipeg), was fired. As a student of Harry Crowe, a year before his dismissal, I was profoundly upset about the college's senseless actions. I can personally attest to his marvellous intellect and persuasive capacity to inspire his students.

No clear reason was ever given for Harry's dismissal, although it's presumed it was because he wrote a letter that was critical of one of the college's policies and expressed his political preference in the upcoming federal election.

Outraged, 14 professors at United College resigned in protest of the college's treatment of Crowe. Many of these professors paid dearly for their principles. Some never got their jobs back.

And while Harry went on to do other things — he was a columnist for the Toronto Telegraph and a trade union researcher — he did not teach again until 1966.

Harry's case was a glaring example of the flimsy state of academic freedom in Canadian universities at the time. His case also helped give rise to what we know today as the Canadian Association of University Teachers. And with your academic freedom as its major objective, CAUT has been working on your behalf ever since.

Will you protect and support your rights through the Harry Crowe Foundation?

I'm asking you kindly to consider making a tax-creditable gift to support the charitable foundation that bears Harry's name.

The Harry Crowe Foundation was set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of academic research.

Your gift today will help the Harry Crowe Foundation to carry on its vital work.

Yours sincerely,

Howard Pawley

Howard Pawley
President, Harry Crowe Foundation

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NEWS

Report Warns Universities Becoming More Private

With too little public money to work with, universities are increasingly turning to private revenue sources.

CANADA's universities and university colleges are increasingly drawing upon private sources of funding to make up for public funding cuts, according to a report compiled by CAUT.

The study released earlier this year, *Private or Public? University Finances 2002-2003*, found total university revenues rose almost 7 per cent over the previous year, but that most of the increases were derived "from private revenue sources in the form of higher tuition fees and increased sponsored research funding."

Government funding now makes up just 56.6 per cent of all university revenues in Canada — a drop of 10 percentage points from a decade ago. By contrast, fees paid by students now constitute more than 20 per cent of all revenues and 34 per cent of operating revenues, compared to 13 per cent and 20 per cent respectively in 1992.

The study also found the trend away from public funding is most pronounced in Ontario and Nova Scotia where more than half of all university revenues now come from private sources, primarily in the form

of tuition fees, private grants and donations.

"The rapid decline in public financial support over the past three decades has led universities to aggressively pursue other sources of revenue," the report says. "In this process, the Canadian university is becoming less a public institution and more a private one, less accountable to the public interest and more beholden to private interests."

"A renewed commitment on the part of governments to adequately provide public funding in the form of core operating grants to universities and colleges is urgently needed to counter these trends. Beyond this, however, university administrators must also make a commitment to reinvest in the core functions of universities and act to ensure post-secondary education is affordable and accessible." ■

CAUT's report, *Public or Private? University Finances, 2002-2003*, is available at www.caut.ca/en/publications/educationreview/default.asp.

Version française à la page A8.

Campagne contre l'amiante amorcée

L'ACPPU a annoncé le lancement en novembre d'une campagne nationale pour mettre au jour les dangers cachés qui font courre aux étudiants et au personnel l'exposition à l'amiante dans les établissements des quatre coins du pays.

« L'amiante est une substance très dangereuse qui est totalement interdite dans 31 pays, qui l'est en partie au Canada et qui figure parmi les substances désignées en vertu de la législation sur la santé et la sécurité dans l'ensemble des administrations canadiennes », souligne James Turk, directeur général de l'ACPPU. « Malheureusement, l'amiante est présent dans une large mesure dans les bâtiments des universités et des collèges qui ont été construits avant le milieu des années 1970. »

L'amiante servait de matériau bon marché et utile, à la fois ignifuge, insonorisant et thermo-isolant et était utilisé dans la fabrication des carreaux de plafond et des revêtements de sol.

« La présence de l'amiante sur nos campus comporte de sérieux risques car ce matériau s'effrite avec le temps et se propage dans l'air là où sont réalisés des travaux de construction et de rénovation », prévient M. Turk. « Les fibres indéstructibles s'implantent dans le tissu des poumons et de l'estomac par la respiration et l'ingestion et s'installent à demeure, les fonctions corporelles normales ne parvenant pas à les éliminer. L'accumulation des fibres peut engendrer plusieurs maladies mortelles. »

L'ACPPU a amorcé sa campagne nationale d'information sur l'amiante après que deux professeurs de l'Université du Manitoba sont décédés du mésothéliome, une forme rare de cancer de la plèvre causé exclusivement par l'exposition à l'amiante.

« La campagne vise à sensibiliser notre collectivité aux dangers de l'amiante et à faire en sorte que les collèges et les universités satisfassent aux obligations légales qui leur sont faites d'évaluer les risques et d'élaborer un plan de désamiantage », déclare M. Turk.

L'ACPPU distribue à toutes ses associations membres une trousse complète de documentation pour les aider à faire face au problème sur leur campus. Elle leur fournit également des conseils éclairés et de la formation pour les comités mixtes de santé et de sécurité, les comités de direction et l'ensemble des membres.

À l'échelle nationale, l'ACPPU coordonne ses travaux avec les unités de santé et de sécurité des syndicats nationaux qui représentent également le personnel des collèges et des universités. L'ACPPU demande au gouvernement fédéral, qui a défendu activement l'utilisation et l'exportation de l'amiante pendant de nombreuses années, d'établir un fonds spécial pour aider les universités et les collèges à absorber les frais considérables de désamiantage. ■

English on page A11.

NEWS ACTUALITÉS

Government Urged to Increase Higher Education Funding

CANADIANS want the federal government to do more to make education more affordable, a new CAUT survey shows.

"People are clearly saying they find university and college tuition too high," said Loretta Czernis, president of CAUT. "Students and their families are really struggling to pay for the kind of quality education demanded in today's world."

Two-thirds of the people surveyed in the poll carried out by Decima Research believe that university and college tuition fees are not affordable, with most people surveyed in Atlantic Canada (79 per cent) saying so.

A little more than half the people surveyed said the federal government should provide a free university or college education to any qualified student who can't afford to pay. A majority also want the government to guarantee a university or college spot for every qualified student, even if that means spending more tax money.

OPSEU Joins CAUT



Ottawa — CAUT executive director James Turk (left) with Paddy Musson, chair of OPSEU's college academic division, Ted Montgomery, chair of OPSEU's college academic bargaining team & CAUT president Loretta Czernis at the CAUT Council meeting in November.

THE Ontario Public Service Employees Union (OPSEU), which represents staff at Ontario's 24 colleges of applied arts and technology, was welcomed into CAUT membership in November.

"We are delighted OPSEU has joined us," said CAUT president Loretta Czernis. "OPSEU is one of the largest and strongest unions in the post-secondary education sector in Canada. Its college academic division will bring real strength and experience to our organization."

OPSEU represents 8,336 community college teachers, of whom 483 teach in degree-granting programs. Ontario's community college system is the largest in Canada with institutions ranging from those with several thousand students to Seneca College in Toronto with 17,000 full-time and 90,000 part-time students.

OPSEU's delegate to their inaugural CAUT Council meeting was

"Canadians seem to understand more than their political leaders that post-secondary education is critical to our social and economic development," Czernis said.

Support for free tuition for needy students is highest in Atlantic Canada, where nearly 60 per cent surveyed supported the idea.

Czernis said the survey also underlines that post-secondary education is now a major political issue with the public.

When asked what the next priority should be for the federal government following the recently negotiated health care accord, 23 per cent in the survey said reducing poverty and unemployment while 22 per cent said making post-secondary education more affordable. Fewer (17 per cent) identified lowering taxes and 12 per cent said paying down the debt. The least popular priorities were preserving the environment (8 per cent), military spending (7 per cent), and funding a national child-care program (7 per cent).

The survey also found that almost seven out of 10 people felt the federal government should increase the amount of money it currently spends on post-secondary education, while reducing tuition fees was identified by half the people surveyed as the most important priority of any new funding initiative.

"Clearly, Canadians want more leadership from Ottawa on dealing with the skyrocketing cost of education," Czernis said. ■

The survey, conducted for CAUT by Decima Research Inc., is based on interviews with 2,000 adult Canadians between October 7 and October 18, 2004. National results are considered accurate within 2.2 percentage points, 19 times in 20.

Version française à la page A10.

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CALL FOR NOMINATIONS APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2005.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in faculty association affairs at the local or provincial level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Academic Freedom and Tenure Committee. Responsible for chairing the Academic Freedom and Tenure Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of AF&T should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties, and shall normally have served at least one year on the committee.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2005.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Trois membres ordinaires. Chargés d'exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la liberté académique et de la permanence de l'emploi. Le titulaire doit présider le Comité de la liberté académique et de la permanence de l'emploi et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. De plus, ils doivent normalement avoir siégé au comité depuis au moins un an.

La présidence du Comité des femmes. Le titulaire doit présider le Comité des femmes et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au comité depuis au moins un an.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat des présidents des comités est de deux ans.

Méthode de mise en candidature

Préparez d'envoyer les candidatures à : M. Gordon Shrimpton, président, Comité des élections et résolutions, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2. Téléc. (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.caaut.ca.

La date limite 1^{er} mars 2005

Les renseignements au sujet du dégagement se trouvent à : www.caaut.ca/fr/policies/releasetime.asp.

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



Version française à la page A10.

COMMENTARY

TRIBUNE LIBRE

U.S. Barring Muslim Scholar Shows Larger Problem



By PHILIP G. ALTBACH

Half the battle in the Middle East is for the hearts and minds of the Islamic world. A longer-term goal for the United States is to build relations of respect not only with nations but with people around the world — especially with students, scholars and intellectuals — the opinion makers of today and tomorrow. [Recently], a symptomatic event occurred — evidence of how the U.S. is putting itself in a position that makes it completely impossible to win that battle. The State Department suddenly revoked the visa already granted to Professor Tariq Ramadan, on the basis of undisclosed information supplied by the Department of Homeland Security. Professor Ramadan is not just one of the many individuals caught up in the machinations of the post-September 11 world. He is one of the most visible, if controversial, Muslim scholars in Europe. His work on Muslim-Christian relations and the role of Muslims in Western nations is at the cutting edge on a set of issues central to contemporary society. He is a professor in Geneva, Switzerland, and was invited by the University of Notre Dame to teach a course on Islamic ethics. He had already arranged for his children to attend schools in Indiana.

The Ramadan case is yet another example — widely reported in Europe and internationally — of how foreign individuals are treated by an American government fearful of people and perhaps ideas it does not completely understand. Notre Dame is in fact doing exactly the right thing. It is engaging controversial people and ideas in an effort to stimulate dialog and perhaps mutual understanding. The university is bringing to the U.S. a prominent intellectual to interact and perhaps to learn about American

The Ramadan case exemplifies U.S. thinking & practice post-9/11.

ideas. Notre Dame is not concerned that Professor Ramadan might not agree with American approaches to the Middle East.

For decades, the U.S. has benefited from the presence in its universities of students and scholars from abroad. Almost 600,000 students and 84,000 scholars from other countries are studying in the U.S. at present. Many foreigners from all over the world are teaching at American universities for varying periods of time. Indeed, many of our best professors and researchers, including Nobel Prize winners, are from other countries

and have chosen to work at American universities. Foreign students and scholars constitute one of the few areas in which the U.S. has a highly favorable "balance of trade" — many foreigners are attracted to American higher education, producing more than \$12 billion for the economy. Much more important are the ideas that they bring and the things that they learn and bring back to their home countries.

The Ramadan case is important because it exemplifies U.S. thinking and practice in the post-9/11 world. Foreigners are routinely mistreated when they apply for American visas, work permits, or permission to study. There is by now a vast array of anecdotal evidence from all over the world concerning the tribulations of dealing with American officialdom. Tales abound of uncivil consular officials in foreign posts, inordinate delays in processing visas and other documents and seemingly arbitrary and capricious treatment of applicants. The buzz in student dormitories and faculty offices from Mumbai to Montevideo is that America no longer welcomes foreigners.

So far, polls show that the U.S. remains a favored destination for foreigners wishing to study overseas. Foreigners like American universities and American culture, but they feel that access is no longer possible or worth the trouble of achieving. Flows of students and

scholars worldwide remain strong, but the U.S. is being overtaken by such competitors as Britain and Australia. There is still a reservoir of support for American education and culture around the world, but it is quickly being drained by official policy and bureaucratic procedures.

Fear seems to be the motivating force behind how the U.S. is thinking about dealing with the rest of the world: fear of individuals and fear of ideas. Tariq Ramadan poses no threat to American security — he may communicate with people who are distasteful to some Americans, and he may hold ideas that can be questioned. But the worst outcome of this case, and of many other less-publicized ones, is to keep him out of the country. This robs Americans of the opportunity to hear opinions about religion, culture, or world events that are relevant to central issues of the day and to interact with key thinkers. And in the Ramadan case, it sends a message around the world that the U.S. government is intolerant.

All of this is not merely an academic debate. It goes to the heart of how America deals with the rest of the world. If the U.S. is to successfully engage with ideas and people from abroad, it must restore its openness — of course, with appropriate safeguards for post-9/11 security. But security is one thing, and building walls against ideas

and individuals who might hold unorthodox opinions is quite another. Tariq Ramadan should be welcomed to Notre Dame, and the thousands of students and scholars seeking to study and learn in the U.S. should be similarly welcomed. To do otherwise guarantees both ignorance and defeat in a world where knowledge and ideas mean a great deal. ■

Philip G. Altbach is Moran Professor of Higher Education and director of the Center for International Higher Education at Boston College. Information about the Center is available online at www.bc.edu/cbc.org/avp/soc/cihe/index.htm.

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The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

Will Our Anti-Terrorism Act Lead Us Down the Road to Tyranny?

From PAGE A12

ment has actually done little to increase public safety. Horrific acts of terror are not hard to pull off: an angry individual with fertilizer and a rental truck can blow up a building in Oklahoma City; a man and a boy with a gun and a car can terrorize a city; a suicidal killer armed with office tools can crash an airplane into a highrise; a dirty nuclear device can be assembled from readily available industrial dynamite and radioactive materials used in laboratories and hospitals across the country. Simply put, no system of policing and security, no matter how draconian, can provide 100 per cent protection against such acts of terrorism. Real security requires enhancing the security of places and systems, target hardening and better emergency preparedness. The false sense of security produced by a tough-on-crime approach to the threat of terrorism (peace bonds for terrorists! stiffer penalties for suicide bombers!) "makes Canada vulnerable to a non-national and even counter-productive allocation of resources to security." In a major contribution to the thinking about this subject, Roach develops a public health or disaster-based approach to terrorism that, through reliance on "technology, better emergency re-

sponses, and the control of weapons and other hazardous substances also poses less threat to liberty, privacy, and equality than one that relies on criminal investigations and prosecutions." The Public Safety Act, a much-delayed bill that has appeared in Parliament in several forms now, is, Roach says, a step in the right direction.

Roach's analysis will run into heavy criticism on several grounds. In criticizing American policy in many areas he will (unfairly, in my view) be

No security system can provide 100% protection against acts of terror.

labelled as anti-American. Others will balk at his defence of anti-majoritarian judicial policing of civil liberties. Others still will react angrily to the book because they reject the idea of civil liberties altogether. These, I think, are fundamentally wrong-headed criticisms that could only be sustained by a biased reading of the text and in ignorance of Canadian constitutionalism.

Roach is on thinner ice, however, in three respects. First, he may be overly optimistic about the abil-

ity of Canada — a fine place but a smallish economy and third-tier power at best — to withstand either American diplomatic pressure or American cultural logic.

Second, he has glossed over the failures of Canadian democracy (better dealt with by Donald Savoie or Jeffrey Simpson) rather badly. This allows him, in a particularly unfortunate blooper, to pen these words: "Some government backbenchers, senators, and even Cabinet ministers courageously voiced their concerns about the bill" before collapsing under party discipline on final reading. This, of course, entirely overlooks the point that the whole idea of parliamentary democracy is that MPs are supposed to act in the public interest and in fear or favour of no one, especially not of the executive branch of government. To single a few out for courage in doing what they are constitutionally bound to do is to demonstrate the hollowed-out, corrupted shell that Canada's Parliament has become.

Third, Roach is insufficiently critical of the proposed Public Safety Act, a bill that operates by creating huge areas for ministerial discretion. It does so without providing the safeguard implicit in the principle of collective Cabinet responsibility (ministers are authorized to act on their own and without Order in Council)

and without the kinds of constraints, checks and accountability mechanisms provided for by the Emergencies Act, for example. Although the focus on safety is undoubtedly a good thing, the mechanisms provided are themselves a threat to Canadian constitutional values and democracy. It is not altogether clear that the massively expanded ministerial authority this act would create is gender than the criminal law enforcement that Roach so effectively criticizes.

These are not in consequential matters, but pointing them out does nothing to detract from this invaluable book. Roach has produced an excellent Canadian history of the year passed, an insightful and highly readable analysis of some really tricky stuff, a valuable blueprint for confronting the challenges of terrorism and a primer on Canadian civics. This is an outstanding work, and a must-read for anyone who would understand Canada's role in the new circumstances of the early 21st century. ■

W. Wesley Rue is Nemer Professor of Legal History at the University of British Columbia. He researches in the fields of law and society, legal history and constitutionalism and the rule of law in Canada.

This book review was originally printed in the *Literary Review of Canada*, www.reviewcanada.ca.

CAUT Dedicated Service Awards

ESTABLISHED in 2003, these awards for dedicated service are presented by the Canadian Association of University Teachers to recognize individuals for exceptional service to their faculty associations.

Recipients are nominated by their associations. The award has been conferred on 39 individuals since its introduction. The latest recipients are Keith Cassidy of the University of Guelph (UGFA) and Barbara Trenholm of the University of New Brunswick (AUNBT). ■

Les prix pour services insignes

CRÉÉ en 2003, le prix pour services insignes est décerné par l'Association canadienne des professeurs et professeurs d'université aux personnes qui ont fourni un service exceptionnel à leur association de professeurs.

Les lauréats sont nommés par leur association. Jusqu'à maintenant, le prix a été remis à 39 personnes. Les derniers lauréats de ce prix sont Keith Cassidy, Université de Guelph (UGFA) et Barbara Trenholm, Université du Nouveau-Brunswick (AUNBT). ■

BOOKSHELF

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QUICK REVIEWS



Quick Hits for New Faculty: Successful Strategies by Award-Winning Teachers

Rosanne M. Cordell, Betsy Luca, Robin K. Morgan, Sharon Hamilton & Robert Orr, eds. Bloomington, Indiana: Indiana University Press, 2004; 170 pp.; ISBN: 0-253-21709-1, paper \$14.95 us.

This is the third and latest book in the "quick hits" tradition of providing sound advice from award-winning college faculty. While the first two volumes of *Quick Hits* focused on teaching in general, this volume is aimed primarily at helping new faculty members acclimate to life in academia. The articles and strategies range from planning for that first day in the classroom to evaluating student learning to documenting teaching to understanding the politics of teaching and learning in the department and institution. *Quick Hits for New Faculty* guides new faculty through the start of an important journey that ultimately will take the teacher from novice to accomplished professional.



Student Affairs: Experiencing Higher Education

Lesley Andres & Finola Finlay, eds. Vancouver: UBC Press, 2004; 256 pp.; ISBN: 0-7748-1114-5, hardcover \$85 ca.; ISBN: 0-7748-1115-3, paper \$29.95 ca.

Who has access to higher education today? At what financial and personal cost? Based on what conditions and criteria? How do students describe and interpret their experiences? And how can institutions facilitate and constrain successful participation and completion? *Student Affairs* addresses these issues in programs ranging from community college developmental studies to graduate studies. Researchers explore how and why institutional rhetoric of inclusion, engagement, gender and access may or may not be reflected in the reality of students' diverse experiences. The chapters move from theory to application by suggesting realistic strategies for addressing the challenges surrounding the interrelation of students and institutions. This collection is a testament to how much institutional change has occurred in the social organization of post-secondary education, and how much more change is required to meet the challenge of equitable access and inclusion.



The Terror of Neoliberalism: Authoritarianism and the Eclipse of Democracy

Henry A. Giroux. Aurora, Ontario: Garamond Press, 2004; 192 pp.; ISBN: 1-55193-054-4, paper \$22.95 ca.

Neoliberalism, too commonly regarded as an economic theory, is a complex of values, ideologies and practices that work more broadly as a "cultural field." Giroux argues that its cultural dimensions erode the public participation that is the very foundation of democratic life. Under neoliberal policies, Giroux shows, populations are increasingly denied the symbolic, educational and economic capital necessary for engaged citizenship. He assesses the impact of neoliberalism on the language of democracy, race, education and the media, offering alternatives necessary to restore democratic institutions.

Quick Reviews produced from information supplied by publishers.

HOMEWORK!

Two Pairs of Whole Numbers

Find two pairs of positive whole numbers (using each number only once) for which the sum of each pair is equal to the product of the other pair. How many examples are there?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B24.

Tenure Justice Worth the Fight



Tenure Denied: Cases of Sex Discrimination in Academia

Washington: American Association of University Women Educational Foundation & American Association of University Women Legal Advocacy Fund, 2004; 105 pp.; ISBN: 1-879922-34-7, paper \$10 us.

By WENDY ROBBINS

The authors of this "plain-tiffs' cumulative biography" claim it is "decidedly not a cautionary tale against litigation." Excuse me? *Tenure Denied* examines 19 of the

more than 60 sex discrimination cases supported by the American Association of University Women's Legal Advocacy Fund since the early 1980s. The female plaintiffs in eight of the 19 cases lost their claims, seven settled, two won and two are in ongoing litigation.

Tenure is a gender issue. In both the United States and Canada, men make up nearly three-quarters of tenured professors.¹ The main theses of this well-documented study are that "the burgeoning pipeline of women professors with doctorates has yet to translate into full gender equity among tenured faculty," "the tenure process appears to exclude a larger percentage of women than men," and "sex discrimination remains a critical part of the problem."

Tenure Denied weaves together individual stories against the framework of these gross statistical disparities. Allegations include sexual harassment, a hostile work environment, differential workloads, no time off the tenure clock for childbirth, conflict of interest of tenure committee members, retaliation for whistle-blowing and trivializing women-centred research. Few cases are as blatant as that of the earliest plaintiff in the study, who, refusing the sexual advances of a senior professor, was told this was "no way to get tenure."

"A more subtle form of discrimination persists, however, regarding mothers' commitment to serious scholarship." (p. 25) Some tenure committees regard taking even a four-week maternity leave as "lack of commitment to career." In the U.S. the average age of graduating PhDs is 33. If tenure takes another seven years, when is there time for family?

Advice ranges from fitting childbearing between completion of a dissertation and before applying for a tenure-track job, to playing "biological roulette" and postponing childbearing until after tenure. Some institutions encourage women to give birth either during their research leave or during the summer. Thus their maternity leave affects their scholarship – the aspect of job performance on which faculty promotions most heavily depend.

Add to the mix that tenure battles are, by definition, unequal contests, pitting an untenured individual against a powerful institution – the classic David versus Goliath, with David as a woman, on a male battlefield. Women are still (*pace* Carol Tavris) "measuring up" to male-defined norms and career patterns.

The report also explores universities' defense strategies, from legitimate to devious: operate in secrecy, withhold evidence, even resort to lies and distortions about positive external evaluations. Universities may regard court oversight of the tenure decision as an infringement on academic freedom. However, *Brown v. Trustees of Boston University* (1989) clarified that "academic freedom does not include the freedom to discriminate against tenure candidates on the basis of sex or other impermissible grounds."

The legal heart of the report focuses on the concepts of mixed motives and pretext, along with key judicial interpretations that have, for the most part, made it more difficult for a plaintiff in a tenure case to prove discrimination. One of these is *Fisher v. Vassar College*, 1997. LAF-supported plaintiff Cynthia Fisher alleged Vassar had discriminated against her on the basis of sex, age and marital status. The federal district court found the biology department's tenure report was pretextual and used "patently discriminatory

See *TENURE DENIED* Page A8

McCarthyism's Canadian Connection



Threatening Anthropology: McCarthyism and the FBI's Surveillance of Activist Anthropologists

David H. Price. Durham, North Carolina: Duke University Press, 2004; 448 pp.; ISBN: 0-8223-3326-0, hardcover \$84.95 us.; ISBN: 0-8223-3384-8, paper \$23.95 us.

By DONALD C. SAVAGE

DAVID Price extends our knowledge of how far the House Un-American Activities Committee – a committee (1938–1975) of the U.S. House of Representatives –

and the FBI were willing to go to harass American academics in the name of security.

But why anthropologists? Race is the trigger. HUAC and the FBI particularly disliked anthropologists such as Franz Boas and Ruth Benedict, chairs of the anthropology department at Colombia because they regarded race to be a social construct and not a scientific predictor of anything significant such as character or intelligence. This in an era when there was a popular storm to try and prevent the Red Cross from accepting blood donations from African-Americans because this would result in black blood mixing with white. The FBI thought anthropologists who resisted the South's view of race had an unfortunate tendency to join organizations which favoured equality and protested against inequality.

The reach of HUAC and the FBI extended to Canada, particularly to the political science, sociology and anthropology department at Simon Fraser Uni-

versity. The FBI rarely opened files unless they received information or denunciations about the persons concerned in the file. It would be interesting to know where the information on Simon Fraser came from – the RCMP?

One of the depressing revelations in Price's book is how members of the academic community were prepared to denounce each other to the FBI. The same was true in Canada with the RCMP security branch. Another source of information in both countries was the Office of University Registrars who were pressured to open the universities' files on students and faculty. But on reading this book, it is hard not to wonder whether matters will be any different this time around during the war on terror. The circulation of blacklists of faculty members who are insufficiently patriotic or who oppose the war in Iraq does not breed confidence. Will those in area studies programs such as Middle Eastern studies replace anthropologists as a popular political target? ■

Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University in Montreal.

COMMITTEE VACANCIES | POSTES À COMBLER

CAUT Standing Committees

Under new procedures set by Council in November 2004, CAUT is seeking members who want to serve, on its four standing committees of Council. Each of these committees is being expanded to at least eight members (including the chair) and will normally meet twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Four Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Four Vacancies. Members should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Four Vacancies. Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. They ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians.

Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Five Vacancies. Members should have considerable experience representing the interests of and coordinating strategies promoting the status of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queenview Drive, Ottawa, Ontario K2B 8K2.

Deadline 15 February 2005

Comités permanents de l'ACPPU

Conformément aux nouvelles règles de procédure établies par le Conseil en novembre 2004, l'ACPPU est à la recherche de membres désireux de siéger à l'un de ses quatre comités permanents du Conseil. Chacun de ces comités compta dorénavant au moins huit membres (incluant le président ou la présidente) et se réunira normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, quatre postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité de la négociation collective et des avantages économiques, quatre postes. Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective ou de l'analyse des avantages économiques. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, quatre postes. Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les universités canadiennes. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les conditions de

travail des bibliothécaires dans les universités. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, cinq postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts et la coordination des stratégies visant à promouvoir le statut de la femme. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-après une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeures d'université, 2675, promenade Queenview, Ottawa (Ontario) K2B 8K2.

La date limite 15 février 2005

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



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ACTUALITÉS

De plus en plus, les universités se privatisent

Devant le recul marqué du financement public, les universités se tournent vers les sources de revenu privées.

SELON un rapport établi par l'ACPPU, les universités et les collèges universitaires au Canada dépendent de plus en plus des sources de financement privées en conséquence des réductions opérées dans le financement public.

L'étude publiée plus tôt cette année, *Publié ou privé? Les finances des universités 2002-2003*, révèle que les revenus enregistrés par les universités étaient en hausse de près de 7 % par rapport à l'exercice précédent, mais que là plupart des efforts de rétablissement provenaient « de sources de revenu privées sous la forme de frais de scolarité plus élevés et de dons privés et de commandites plus généreux ».

Le financement public ne constitue maintenant la source que de 56,6 % de tous les revenus des universités au Canada, soit une baisse de 10 points de pourcentage comparativement à il y a dix ans. Par contre, les frais payés par les étudiants constituent maintenant plus de 20 % de tous les revenus et 34 % des revenus d'exploitation, contre 13 % et 20 % respectivement en 1992.

L'étude constate également que la tendance vers la privatisation est la plus prononcée en Ontario et en Nouvelle-Écosse, où plus de la moitié de tous les revenus des universités

proviennent maintenant de sources privées, principalement sous la forme de frais de scolarité, de subventions privées et de dons.

« Ces trente dernières années, la dégradation rapide de l'aide financière publique a amené les universités à rechercher énergiquement d'autres sources de revenu », indique le rapport. « Dans un tel processus, l'université canadienne devient de moins en moins un établissement public et de plus en plus un établissement privé. Elle est moins tenue de rendre compte au public et plus redétable aux intérêts privés. »

« Il est urgent que les gouvernements s'engagent de nouveau à fournir aux universités et aux collèges le financement adéquat, sous la forme de subventions de base, pour contrer ces tendances. Au-delà de ce besoin pressant, toutefois, les administrateurs des universités doivent s'engager à réinvestir dans les fonctions principales des universités et à mieux s'assurer que l'enseignement postsecondaire est accessible et abordable. » ■

Le rapport de l'ACPPU, *Publié ou privé? Les finances des universités 2002-2003*, est disponible à www.caup.ca/fr/publications/educationreview/default.asp.

English on page A4.

Tenure Denied: Cases of Sex Discrimination in Academia

From PAGE A7

ing," is sometimes the most difficult aspect of the case.

The "cumulative biography" of these professors-turned-litigants is permeated by hardship, humiliation, and loss, but also by strength, bravery and altruism. These spirited women, in the end, cherish the "intangible rewards that come from doing what one believes is right." Most see themselves as academic whistle-blowers who "take action to insist on fairness and justice for women and to change the academic culture." Some place themselves on a "continuum of past and future female scholars," feeling a responsibility "to defend the gains secured by their predecessors and promote the prospects for ... their students." They thus contribute to the broader struggle for gender equity in the workplace, even if, in almost every case — including the successful ones — the plaintiff professor has to move and/or make a career change.

Case closed? Not quite. The report ends with recommendations. Read them. If you want to proceed against the odds, you must have "courageable and committed counsel, compelling facts, emotional strength and a will of steel." Playing *Antigone* in academia is a huge, daunting, heroic and, alas, necessary role. ■

1. Tenure Denied, Appendix A, Table 3; CAUT Almanac 2004, Table 4.

Wendy Robbins, on sabbatical leave from the University of New Brunswick, is CAUT's 2004 Visiting Scholar.

NEWS ACTUALITÉS

AAA Cancels Meeting in San Francisco

THE American Anthropological Association announced last month it was cancelling its annual meeting planned for San Francisco Nov. 17-21 to protest the lockout of unionized employees at a group of the city's hotels — including the Hilton, where 5,000 anthropologists had planned to stay.

The hotel lockout, which affected more than 4,000 members of UNITE HERE Local 2, was "unconscionable," AAA president Elizabeth Brumfiel said Nov. 10.

The hotel workers have been without a contract since August. The lockout started Oct. 1 after talks between the union and the hotels broke down Sept. 15.

"Management has locked workers out of their jobs in order to pressure them into accepting terms favorable to the hotels," Brumfiel said. "Anthropologists cannot, in all good conscience, meet in facilities whose owners are using the lockout of low-wage workers as a bargaining tactic."

The hotel lockout ended Nov. 20, but the dispute is far from over. The union continues to encourage city visitors to "seek alternative lodgings in San Francisco."

The AAA annual meeting is now scheduled for Dec. 15-19 in Atlanta, Georgia. ■

Report Gives Rx for Clinical Faculty

From PAGE A1

dispute-resolution procedures, including access to independent external arbitration for resolution of matters other than those covered by statutory prescription.

The task force also stresses that "clinical faculty should create effective representative organizations" to assist them in securing and defending their rights within universities, health care institutions and clinical funding plans.

The report was prepared by Philip Welch, a medical geneticist and retired professor of pediatrics at Dalhousie University; Carol Cass, chair of oncology at the University of Alberta and associate director of the Cross Cancer Institute; Gordon Guyatt, professor of clinical epidemiology and biostatistics and medicine at McMaster University; Alan Jackson, a neurologist and professor of medicine at Queen's University and an associate professor in the department of microbiology and immunology; and Derryck Smith, head of child and adolescent psychiatry at UBC and head of psychiatry at the Children's and Women's Health Centre of British Columbia.

The authors plan to visit all Canadian universities with faculties of medicine to talk with clinical faculty members about the issues. They will also be meeting with provincial medical societies and other groups that have an interest in the review. ■

National Student Loan Debt Clock Ticking

\$10 billion & counting — CFS past national chairperson Ian Boyko unveils the national student loan debt clock in Ottawa Nov. 24.

THE Canadian Federation of Students has unveiled a national student loan debt clock to highlight what it says has been an explosion in student loan debt.

"Paul Martin declared a war on debt 10 years ago, but student loan debt has never been higher," said George Soule, CFS national chairperson. "The funding that Prime Minister Martin cut from post-sec-

ondary education to pay down the national debt has translated directly into student debt."

According to the federation, total outstanding Canada student loan debt is now more than \$10.7 billion and is increasing faster than \$1.5 million a day. It will surpass \$11 billion next year, more than the provincial debts of Newfoundland and Saskatchewan.

"With the record federal surpluses, the time has never been better for Martin to step up and ensure equality of access to postsecondary education," Soule said. "Canada's students can't afford to wait any longer. The debt clock is ticking."

The debt clock is a digital counter that ticks off \$17 every second. It will be displayed in communities across Canada as part of the fed-

eration's campaign for a new national student grant program over the coming year.

The government could fund the program, Soule said, by scrapping the failed Millennium Scholarship Foundation and by investing a fraction of the anticipated surplus in post-secondary education transfers to the provinces. ■

Le chronomètre de l'endettement tourne

LA Fédération canadienne des étudiantes et étudiants a dévoilé le chronomètre numérique de l'endettement étudiant national afin de démontrer ce qu'elle appelle la crise de l'endettement étudiant.

« Paul Martin a déclaré une guerre à l'endettement il y a dix ans, mais l'endettement étudiant n'a jamais été plus élevé », selon George Soule, président national de la Fédération canadienne des étudiantes et étudiants. « Le financement que le premier ministre Martin a soustrait

aux études postsecondaires afin de réduire la dette nationale s'est traduit directement par un endettement étudiant. »

Selon la fédération, le total de l'endettement étudiant canadien non remboursé excède maintenant 10,7 milliards de dollars et augmente à un rythme plus rapide que 1,5 million par jour. Il sera supérieure à 11 milliards de dollars l'an prochain, dépassant l'endettement provincial de Terre-Neuve et de la Saskatchewan.

« Vu les surplus fédéraux records, le temps n'a jamais été plus propice à l'intervention du premier ministre en vue d'assurer l'égalité de l'accès à l'éducation postsecondaire », déclare M. Soule. Les étudiantes et étudiants du Canada ne peuvent se permettre d'attendre plus longtemps, le chronomètre tourne. »

Le montant de la dette au compteur numérique augmente de 17 \$ chaque seconde. Le compteur sera affiché dans diverses collectivités canadiennes dans le cadre de la cam-

pagne que la fédération mènera l'année prochaine pour les bourses d'études nationales.

M. Soule signale que le gouvernement pourrait financer le programme en abandonnant la Fondation canadienne des bourses d'études du millénaire, qui s'est révélée un échec, et en investissant une fraction du surplus du gouvernement fédéral prévu dans les transferts aux provinces pour l'enseignement supérieur. ■

CAUT Launches Health & Safety Training

Nova Scotia College of Art & Design — 17 union members from both the faculty & technical bargaining units at NSCAD attended CAUT's inaugural joint health & safety committee training workshop in November. The training program dealt with JHSC responsibilities, health & safety law, refusing unsafe work, workplace inspections, incident/accident investigation & hazard assessment, Workplace Hazardous Materials Information System (WHMIS) inventory & health & safety activism. For more information on CAUT's JHSC training contact Laura Lozanski (lozanski@caut.ca).



Making the most of leisure time: riverfront sculpture garden just steps from the University.

A word about scholarly leisure

Although a "leisurely scholar" may seem oxymoronic today, there was a time when our forebears enjoyed a much more relaxed pace of contemplation. Freed from the stresses and demands of the wider world, scholars of Plato's and Aristotle's time could explore new worlds of learning and understanding at their ease. These "persons of leisure" – in Greek, *schole* – gave us our words *scholar* and *school*, along with a variety of other related words.

Modern-day scholars face greater pressures and much busier schedules, which makes their leisure time all the more important. Perhaps that is why so many are attracted to the University of Windsor and to the unique opportunities of our international border community. From contemplating scholarly issues while strolling through Windsor's riverfront sculpture garden (just steps from the University), to enjoying all the cultural, social, sports and entertainment, and nightlife advantages of a major twin-city metropolis, Windsor offers an exceptional variety of diversions and escapes. Our unique geography also supports longer seasons for boating, golfing, and gardening, and other warm-weather pursuits.

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ACTUALITÉS

Le gouvernement devrait financer davantage l'enseignement supérieur

Les Canadiens souhaitent que le gouvernement fédéral fasse davantage pour rendre l'éducation plus abordable, selon un nouveau sondage commandé par l'ACPPU.

« Les gens disent clairement que les frais de scolarité des universités et des collèges sont trop élevés », souligne Loretta Czernis, présidente de l'ACPPU. « Le type d'éducation de qualité exigée dans le monde d'aujourd'hui impose un lourd fardeau financier aux étudiants et à leur famille. »

Deux tiers des personnes interrogées dans le sondage mené par le Centre de recherche Décima considèrent que les frais de scolarité à l'université et au collège ne sont pas abordables. Dans la région de l'Atlantique, 79 % des Canadiens ayant répondu au sondage sont préoccupés par ces coûts élevés.

Un peu plus de la moitié des personnes interrogées estiment que le gouvernement fédéral devrait offrir l'enseignement universitaire ou collégial gratuitement aux étudiants qualifiés qui ne peuvent se le permettre. La majorité croit aussi que le gouvernement devrait garantir une place dans une université ou un collège à tous les étudiants qualifiés, même s'il faut pour cela investir plus d'argent des contribuables.

« Les Canadiens semblent comprendre plus que leurs leaders politiques que l'enseignement postsecondaire est essentiel à leur développement socio-économique », soutient Mme Czernis.

L'appui accordé à la gratuité de l'enseignement pour les étudiants dans le besoin est le plus élevé dans la région atlantique du Canada, où près de 60 % des personnes interrogées sont d'accord avec cette initiative.

Selon Mme Czernis, le sondage montre également que l'enseignement postsecondaire est maintenant une grande priorité politique pour le public.

Lorsqu'on leur demande quelle devrait être la prochaine priorité du gouvernement fédéral après l'accord sur la santé qui vient d'être négocié, 23 % des Canadiens répondent la lutte contre la pauvreté et le chômage, tandis que 22 % considèrent qu'on doit rendre l'enseignement postsecondaire plus abordable. Un nombre moins important de Canadiens optent pour la réduction des impôts (17 %) et le remboursement de la dette (12 %). La protection de l'environnement (8 %), les dépenses militaires (7 %) et le financement d'un programme national de garderies (7 %) sont moins retenus l'attention.

Le sondage constate par ailleurs que près de sept Canadiens sur dix souhaitent que le gouvernement fédéral dépense davantage pour l'enseignement postsecondaire, alors que 50 % des Canadiens considèrent qu'on devrait consacrer ce nouveau financement à la réduction des frais de scolarité.

« De toute évidence, les Canadiens s'attendent à ce que le gouvernement fédéral fasse preuve d'un plus grand leadership pour s'attaquer au coût exorbitant de l'enseignement », conclut Mme Czernis. ■

Le sondage, réalisé par le Centre de recherches Décima Ltée pour le compte de l'ACPPU, se fonde sur des entrevues effectuées auprès de 2 000 adultes canadiens entre le 7 et le 18 octobre 2004. Les résultats nationaux sont précis à 2,2 % près, 19 fois sur 20.

English on page A5.

Vers une conciliation travail-famille

► Suite de la PAGE A3

Le problème auquel les femmes font face, c'est que les années critiques où elles sont en âge de procréer correspondent à celles où elles doivent se lancer dans leur carrière universitaire. Selon Mary Ann Mason, ce sont les années où « la course à la permanence et la course à la reproduction sont inévitables et en conflit ».

Certains pourraient soutenir que les femmes universitaires qui n'ont pas d'enfant ont tout simplement choisi de faire passer leur carrière avant la famille. Cependant, les faits tendent à montrer que c'est moins un choix qu'une obligation. Dans son étude, Mme Mason a demandé aux femmes et aux hommes s'ils désiraient avoir plus d'enfants. Elle a constaté que plus du tiers des professeures voulaient en avoir plus, comparativement à 18 % seulement chez leurs homologues masculins.

De toute évidence, la nature du travail universitaire implique pour les femmes d'énormes sacrifices. Des changements s'imposent pour faire en sorte que les femmes ne soient pas pénalisées pour avoir choisi d'élever une famille. L'Université de la Californie a élaboré

des politiques favorisant la conciliation travail-famille, qu'il vaut la peine d'examiner à la lumière de diverses conditions de travail : un répit accordé aux nouvelles mères dans leur cheminement vers la permanence, une formule de travail à temps partiel et des places garanties à la garderie.

L'ACPPU encourage et soutient activement l'adoption d'un plus grand nombre de politiques favorables à la famille dans nos universités et collèges. En plus de fourrir aux associations locales un soutien permanent à ce sujet dans le cadre de ses services de négociation collective, l'ACPPU mène un sondage sur les services de garderie sur les campus et étudie l'incidence des différents cheminements de carrière des femmes sur leurs prestations de retraite.

Nous ne pouvons dépendre des caprices des administrateurs pour prendre l'initiative dans ce domaine. L'ACPPU et ses associations membres doivent élaborer des politiques et des dispositions qui peuvent être intégrées dans nos conventions collectives. Il est temps que nos établissements soient plus soucieux de la famille. ■

NEWS ACTUALITÉS

COUNCIL HIGHLIGHTS

Policy Statements Adopted at Council

Five new policy statements were adopted at last month's CAUT Council meeting.

Employment Status of Graduate Students

The policy statement on the employment status of graduate students seeks to ensure that graduate students who are given primary responsibility for a course will be considered the instructor of record, and, as such, will be treated as contract academic staff and a member of the appropriate bargaining unit. It also cites that graduate student teaching assistantships should not be used to replace more senior and/or better qualified contract academic staff.

Renewal of Tenure-Track Appointments

The policy statement on renewal of tenure-track appointments recognizes that "a tenure-track appointment is an appointment with the expectation that the academic staff member will demonstrate appropriate levels of scholarship, teaching excellence, professional activities and service to be awarded tenure at the end of the appointment," and outlines three principles that should govern the employment and renewal of candidates.

LE CONSEIL EN BREF

Nouveaux énoncés de principes

À son assemblée du mois dernier, le Conseil de l'ACPPU a adopté cinq nouveaux énoncés de principes.

États de service des étudiantes et étudiants des deuxième et troisième cycles

L'énoncé de principes sur les états de service des étudiantes et étudiants des deuxième et troisième cycles vise à assurer que l'étudiante ou l'étudiant diplômé qui joue le rôle de responsable principal d'un cours sera considérée comme le chargé de cours inscrit et, à ce titre, sera traité comme un membre du personnel académique contractuel et comme un membre de l'unité de négociation appropriée. L'énoncé déclare également que les postes d'assistants à l'enseignement pour les étudiants diplômés ne doivent pas servir à remplacer des postes réservés au personnel académique contractuel présentant des états de service supérieurs et (ou) une meilleure qualification.

Protection de la vie privée et des renseignements personnels sur la santé

Tout en reconnaissant que les personnes chargées d'administrer les conventions collectives peuvent avoir besoin de vérifier l'état de santé d'un employé, l'énoncé de principes sur la protection de la vie privée et des renseignements personnels sur la santé fait valoir qu'"il est impératif d'adopter des mesures qui autorisent l'accès à l'information appropriée sans violer le droit des particuliers à la protection des renseignements personnels".

Privacy & Health-Related Information

The policy statement on privacy and health-related information while recognizing the administration of a collective agreement may require verification of an employee's health condition asserts that "measures must be adopted which allow access to appropriate information without violating the rights of individuals to privacy."

AIDS

In the face of continuing misconceptions regarding AIDS and the transmission of HIV, Council revised CAUT's policy statement on Acquired Immunodeficiency Syndrome to reiterate that HIV/AIDS related-intolerance and discrimination has no place in the work or union environment.

Canadian Post-Secondary Educational Initiatives Abroad

The policy statement on Canadian postsecondary educational initiatives abroad asserts that such initiatives should be "based on the principles of cooperation and exchange, and not competition, commerce and trade" and proposes 10 standards for Canadian institutions operating abroad.

Complete texts of the policy statements are available at www.caup.ca/en/policies/general.asp.

CAUT Starts Asbestos Campaign

CAUT announced the launch in November of a national campaign to highlight the hidden dangers students and staff face from exposure to asbestos at institution across the country.

"Asbestos is an extremely hazardous substance that has been completely banned in 31 countries, partially banned in Canada, and is a designated substance under health and safety legislation in all Canadian jurisdictions," said James Turk, executive director of CAUT. "Unfortunately, it is widely present in university and college buildings built before the mid-1970s."

Asbestos was used as a cheap and effective means of fire and sound proofing, and for thermal insulation, as well as in ceiling and floor tiles.

"The situation with asbestos on our campuses is potentially serious because asbestos breaks down over time and can become airborne as a result of construction and renovations," Turk said. "The indestructible fibres impregnate themselves in lung and stomach tissue through inhalation and ingestion and are not removed through normal body functions. The continued presence of the fibres can lead to a number of fatal diseases."

CAUT launched the national asbestos awareness campaign following news that two professors at the University of Manitoba died of mesothelioma, a rare form of cancer of the lining of the lungs caused almost exclusively by exposure to asbestos.

"The purpose of the campaign is to make everyone in our community aware of the dangers and to ensure colleges and universities fulfill their legal obligations to assess the risk and develop a plan to remove asbestos products," Turk said.

CAUT is providing each mem-



Get it Out of Here!

www.caup.ca

In support of the national asbestos awareness campaign, CAUT has prepared a number of educational materials such as the poster shown above. The materials are available free for download at www.caup.ca.

ber association with an extensive kit of materials to assist in dealing with the issue on their campus. CAUT is also providing member associations

with expert advice and training for joint health and safety committee members, executive committees and the general membership.

At the national level, CAUT is coordinating its work with the health and safety units of national unions

that also represent staff at colleges and universities. CAUT is asking the federal government, which had actively promoted the use and export of asbestos for many years, to establish a special fund to assist universities and colleges with the substantial costs in removing this hazardous material. ■

Version française à la page A4.

L'avenir de la médecine clinique en péril

L'INDÉPENDANCE et l'intégrité de l'enseignement de la médecine et de la recherche médicale au Canada sont en péril, car trop de professeurs de clinique ne jouissent pas de la même liberté académique et des mêmes droits en matière d'emploi que leurs homologues hors clinique, prévient le rapport diffusé le mois dernier par un groupe de travail constitué de spécialistes médicaux et formé par l'ACPPU.

Le rapport *À la défense de la médecine : Les professeurs de clinique et la liberté académique* conclut que la liberté des professeurs de clinique de contester les conceptions orthodoxes prédominantes ou de critiquer les décisions prises dans leurs établissements est de plus en plus vulnérable aux pressions de groupes d'intérêt extérieurs, d'administrateurs universitaires et de bailleurs de fonds gouvernementaux.

« Il s'agit d'une période d'importance cruciale pour les professeurs de clinique », soulignent les auteurs du rapport. « L'insuffisance du financement a exercé une pression importante sur les universités et les établissements de soins de santé. Les administrations se sont ajustées en mettant sur pied des structures de gestion de plus en plus hiérarchisées, qui optimisent l'efficacité ponctuelle à court terme mais compromettent la pérennité de la médecine universi-

taire. Les pressions en vue de produire un revenu clinique obligent à investir du temps au détriment de l'enseignement et de la recherche. Les incitatifs à la création de produits commercialisables placent à l'avant-plan les considérations d'ordre économique plutôt que les considérations scientifiques et éthiques.

Les universités et les établissements de soins de santé affiliés s'affaiblissent à mesure que s'érode le terrain de la liberté de pensée, d'action et d'endéavour critique, les choses mêmes qui font progresser la quête humaine de connaissance. »

Selon Derryck Smith, directeur de la division de pédopsychiatrie et de psychiatrie de l'adolescent à l'Université de la Colombie-Britannique et coauteur du rapport, des changements s'imposent si l'on veut protéger la santé des Canadiens.

« Il est primordial pour les chercheurs que leurs travaux soient libres de toute entrave. C'est particulièrement important en l'occurrence parce que les résultats ont des conséquences sur la santé des patients et des populations », a déclaré le docteur lors d'une entrevue.

« Le problème pour les professeurs de clinique, c'est qu'ils sont souvent pris au beau milieu de trois systèmes différents : l'université, l'hôpital et l'institut de recherche. Ajoutez-y l'influence de l'industrie pharma-

ceutique et vous obtenez un mélange potentiellement毒ique de pressions qui s'exercent sur les professeurs individuels. »

Le groupe de travail soutient qu'il importe de prévoir des mécanismes de protection explicites de la liberté académique des professeurs de clinique dans tous les contrats de travail. De plus, les professeurs de clinique doivent avoir un meilleur accès à des méthodes équitables et indépendantes de résolution des différends, y compris l'accès à un mécanisme d'arbitrage indépendant externe autre que celui prévu par règlement.

Le groupe de travail souligne également que les professeurs de clinique doivent mettre sur pied des organismes représentatifs efficaces pour les aider à défendre leurs droits au sein des universités, des établissements de soins de santé et des régimes de financement cliniques.

Les auteurs prévoient de visiter les facultés de médecine de toutes les universités canadiennes pour y discuter avec les professeurs de clinique membres des questions abordées dans le rapport. Ils rencontreront également les représentants des sociétés médicales provinciales et d'autres groupes qui s'intéressent à l'étude. ■

English on page A1.

CAREERS CARRIÈRES

SECTION

Index Indices

B1	A	B18	N
B3	B	B19	O
B4	C		P
B6	D		Q
B7	E	B22	R
B11	F		S
B12	G	B24	T
B13	H		U
B14	I		V
J		W	
K		X	
B15	L	Y	
B16	M	Z	

B24 Accommodations Wanted

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2675, prom. Queen Street
Ottawa (Ontario)
K2B 8K2Adresser la correspondance
et les questions à la
coordonatrice de la publicitéLa section
carrières est
en ligne à
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A

■ ACCOUNTANCY — Concordia University

The John Molson School of Business, Concordia University, located in beautiful Montreal, Quebec, invites applications for ten tenure-track positions in Accountancy at the rank of Assistant, Associate or Full Professor, effective June 1, 2005. A doctoral degree (completed or near completion) in Accountancy is required. Salaries are competitive, reflecting research and publications and experience. These positions are subject to budgetary approval. The Department of Accountancy is the only department of business schools accredited by AACSB — The International Association for Management Education. The department has 28 full-time faculty members, is one of the largest in the country, and has an extensive record of excellence in professional accounting education and academic research. Please send a complete application package which should include a statement of purpose, curriculum vitae, a list of publications and transcripts, evidence of teaching effectiveness, a research paper to be presented and three letters of recommendation from faculty. To apply by January 31, 2005 to Dr. F. Gauthier (kgauthier@caut.ca), Chairman, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3C 1W9. Tel: 514-380-4849, fax: 514-380-4857. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is an equal opportunity employer.

■ ACCOUNTANCY — University of Waterloo

Applications are invited for a tenure-track position of Assistant Professor in Finance in the School of Accountancy. Candidates should be able to demonstrate excellence in research and teaching in financial economics and should have completed or be close to completing a PhD in finance or re-

lated fields. Duties include research and teaching at undergraduate and graduate levels. Salary range is commensurate with qualifications and experience. Application date for applications is February 15, 2005 and it is expected the appointment will be effective July 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. Further details of the faculty and programs can be found at <http://bitconcounting Waterloo.ca/>. To be considered, please send a letter of interest, curriculum vitae, three letters of reference, a teaching dossier, a copy of your MSc thesis and a copy of your PhD thesis to: Dr. K. M. M. Dingley, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. Alternatively, electronic applications may be sent to the email address: akmason@uwaterloo.ca.

■ ACCOUNTING & MANAGEMENT INFORMATION SYSTEMS — University of Alberta

The University of Alberta School of Business invites applications for a tenure-track position in the School of Accountancy and MIS. This leadership position requires a candidate with a strong record and demonstrated potential for continued research, teaching and research and teaching. The CA Chair will lead by example in these areas and will have a leadership role in interactions with Alberta CAS. We are generally looking for the chair's rank. The appointment will be at the rank of full professor, with expertise in any area of accounting research and teaching. Salary and support will be commensurate with the candidate's record, but will be very competitive with other Canadian university accounting departments/areas. The competition remains open until the position is filled, however, applications received by January 15, 2005 will receive initial consideration. The University of Alberta School of Business has earned an international reputation for the

quality of its research. Research, along with undergraduate, masters and PhD teaching, is strongly valued and supported. Accountancy and MIS faculty are active researchers in the School. Strong relations with the accounting profession and the business community are also important for the School. Applications and inquiries should be directed to Dr. K. M. M. Dingley, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. Alternatively, electronic applications may be sent to the email address: akmason@uwaterloo.ca.

■ ACCOUNTING & MANAGEMENT INFORMATION SYSTEMS — University of Alberta

Information about

the University of Alberta

is available at www.ualberta.ca.

Information about

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CAREERS CARRIÈRES

residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

■ **ANTHROPOLOGY** — University of Alberta, University of Alberta, Department of Anthropology seeks a Socio-Cultural Anthropologist whose research and teaching focus on understanding the cultural and societal dimensions of modern science and/or technology with a strong anthropological perspective. The successful candi-

ence, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dep/index.html. We encourage applications from all qualified candidates, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be

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Asian Stud-
Columbia In-
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ments include:
graduate degree (doctorate preferred) in
Chinese Linguistics, Applied Linguistics,
Foreign Language Education, or Chinese
Language & Literature; demonstrated ex-
cellence in the teaching of college-level
Chinese and the preparation of teaching
materials independently or collaboratively;
and a demonstrated ability to lead and
teach a teaching team and program effectively.
Applicants should send a letter of application
in English, including a brief statement
about language teaching, a self-introduction
in handwritten Chinese, and updated
CV, and should arrange for three letters of

Chinese Instructor Search Committee, Dept. of Asian Studies, Univ. of British Columbia, 1855 Arbutus Street, Vancouver, BC, Canada V6T 1Z2. A 30-minute videotape demonstrating the applicant's teaching styles and sample work will be welcomed. Letters of application can also be sent electronically to asus.admin@ubc.ca. The deadline for applications is January 15, 2005. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian

**Simon Fraser University
Professorship in Women's Studies**

The Department of Women's Studies at Simon Fraser University is seeking a candidate with outstanding women's studies or gender studies background for the Ruth Wynn Woodward Endowed Professorship in Women's Studies. We will consider applicants with extensive experience in academia, the professions, or as an activist.

This is a one year limited term appointment that will begin in September 2005. The area of specialization is open. Responsibilities will include teaching one course per term for two terms, public lectures, and community outreach. The successful candidate may be asked to teach a graduate as well as an undergraduate course. Applicants must have appropriate academic qualifications (a Ph.D. or equivalent). This position would be ideal for someone on sabbatical leave. The stipend for this position will be \$60,000 and the department will also provide a small research stipend and office support.

Candidates should have three letters of reference, application letter and a curriculum vitae sent to the department to: **Professor Marjorie Griffin Cohen, Chair, Women's Studies Department, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6; mcohen@sfu.ca; Phone 604-291-5526; Fax 604-291-5510.**

ISSN 0013-9340

Applications must be received by the Women's Studies Department by January 28, 2005. Please send a hard copy of the letter of application and the C.V. Letters of reference may be sent by e-mail or fax (604-291-5518) providing a signed copy of the letter is sent at the same time. E-mail inquiries are welcome and should be sent to: mcohen@sfu.ca.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority.



UNIVERSITY OF
ALBERTA

Dean, Faculty of Education

www.careers.ualberta.ca

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Education, with the appointment to be effective July 1, 2005.

The University of Alberta is located in Edmonton, the

disruptive behaviour and violence in schools, and the impact and relationship of learning and technology. Research activities in the Faculty of Education generate more than \$2 million annually. Further information about the Faculty can be found at <http://www.education.ualberta.ca>.

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of all activities of the Faculty, including the budget. The Dean is a respected and innovative leader, with strong links to the teaching profession, demonstrated excellence in teaching, strong academic qualifications in a field of research that enhances the activities of the Faculty, and experience in fundraising and community relations. The Dean provides a vision for the Faculty that reflects its strong commitment to the discovery and dissemination of knowledge about teaching and learning in a variety of educational communities.

The review of applications will begin in December 2004. Documentation including a letter of introduction, curriculum vitae, and the names of five references (who will not be contacted without consent of the individual) should be sent to:

Laverne Smith & Associates Inc
1 Yonge Street, Suite 1801
Toronto, Ontario, M5E 1W7
resources@laverne-smith.com

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and

is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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CAREERS CARRIÈRES

employment equity and encourages applications from all qualified women and men, aboriginal people and persons with disabilities. Applications will be accepted until the position is filled; however to be assured consideration by the search committee, applications must be received by January 15, 2005. All positions are subject to budgetary approval. For additional information on the position, apply, send a curriculum vitae, evidence of teaching ability, a statement of research interests and names and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6 (e-mail: ccsrecruit@sfu.ca or www.sfu.ca/computing/positions.html).

ware security. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. The appointment is expected to commence during the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair.

research and scholarly activities. The department has undergone a major expansion. It runs a well-equipped Unit network, including undergraduate SUN workstations and PC laboratories, and has access to other PC and Mac labs. Through University membership in the Westgrid program, a Canadian supercomputer innovation initiative covering Western Canada, students also have access to a diverse range of equipment from supercomputers to visualization equipment. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive eco-

■ **CRIMINOLOGY — Ryerson University** Ryerson University is known for innovative programs in the integration of theoretical and relevant research. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and a strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning with the largest university-based continuing education school in Canada. The School of Criminology invites applications for a tenure stream position at the Assistant Professor level, commencing August 1, 2002. The School of Criminology offers a part-time degree completion program and will have

quantitative research methods. The successful candidate will have a substantive background in Fuller-responsibility teaching experience, demonstrated capacity for research, and a capacity for collegial service. Application letters must include the following: a cover letter, indicating specific areas of interest in teaching and research, a current curriculum vitae, identifying courses taught for which the applicant has the full academic responsibility; documentation of teaching excellence; and 3 confidential letters of reference. Send to: Dr. Marica Moéh, Program Coordinator, School of Criminal Justice, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2E6, Canada.

nnated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

A number one-ranked Canadian undergraduate university, **St. Francis Xavier University** is located in Antigonish, Nova Scotia, a community noted for the quality of its cultural and recreational facilities, the friendliness of its people, and the natural beauty of its coastal landscape. The university offers a comprehensive array of undergraduate programs. As part of its mission of excellence in teaching, the university sees faculty involvement in research, reflective inquiry and creative work as essential. SFX is committed to providing strong support for the encouragement of these priorities.

Dean, Faculty of Science

St. Francis Xavier University, Canada's leading primarily undergraduate university is seeking a Dean, Faculty of Science, with appointment expected July 1, 2005. Located in picturesque Antigonish, Nova Scotia, SFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts and Science, Schools of Education, Business and Information Systems, and Nursing, as well as the Coady International Institute. There are over 4000 students from across Canada and around the world and 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program, and has added a state-of-the-art physical sciences building, new apartment style residence accommodations, and a recreational complex to its already exceptional facilities. For more information please visit www.SFX.ca.

The Faculty of Science offers Bachelor of Science degrees in the departments of Biology, Chemistry, Earth Sciences, Human Kinetics, Human Nutrition, Mathematics Statistics and Computer Science, and Physics, as well as in the School of Nursing and in an interdisciplinary program in Aquatic Resources. SIT also offers a Diploma in Engineering and a Master of Science.

SiF has a strong commitment to research in the sciences and has consistently been a leader amongst Canada's primarily undergraduate universities both in total NSERC funding and proportion of grant-holding faculty as well as receiving significant funding through the CFI and AIF programs. SiF prides itself on what it does best: teaching the undergraduate student and engaging them in cutting edge research, but it is also nurturing a growing MSc program.

The position of Dean of Science requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interface with students, faculty, and senior administrators; someone who will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and also pursue new opportunities. A keen awareness of the diverse nature of both basic and applied sciences is essential. The successful individual will also have initiative in recruiting and retaining faculty and students. The normal term of appointment is six years and is renewable.

Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

ominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest December 10, 2004.

Dr. Sean Riley,
President and Vice-Chancellor
Saint Francis Xavier University
5600 Antigonish, NS, B2G 2W5

CAREERS CARRIÈRES

Nursing & Addictions Counselling Positions in the School of Health Sciences



The University of Lethbridge, situated on the picturesque Oldman River and foothills of the Rocky Mountains in southern Alberta, is known for its striking architecture and location. It is primarily an undergraduate institution, with over 7700 students. The strength of the University lies in its ability to provide excellent undergraduate teaching in an environment made superior by the efforts of faculty research and scholarship. The University has a strong reputation for its student-centred approach to teaching/learning. It is a very collegial institution, which provides its faculty and students with a supportive environment and with state-of-the-art technologies.

The School of Health Sciences offers the only baccalaureate program in Addictions Counselling in Canada, in collaboration with Medicine Hat College. The School is also the home of the University of Lethbridge site for the Alberta Gaming Research Institute, a partnership among three Alberta universities and funded by the Government of Alberta. The School also offers generic and post-diploma undergraduate programs in Nursing. Further, a Master of Science Program, with focus in Addictions Counselling, Nursing, and Health Sciences, was implemented this year.

Owing to expansion, the School of Health Sciences is seeking additional faculty members: • Nursing: Two (2) full-time appointments and one (1) 0.5 term position • Addictions Counselling: One (1) full-time appointment

Applications, including a current curriculum vitae, may be sent to:

Professor Lynn Basford, Dean, School of Health Sciences, University of Lethbridge
4401 University Drive, Lethbridge, AB T1K 3M4

For additional information, please consult our website at www.uleth.ca/hum, and for further discussion contact Prof. Basford at (403) 329-2699. Closing date January 15, 2005, or until filled.

University of Lethbridge



and to assist in the development of the Sustainability Communities teaching stream at the upper levels. A strong background in local and global environmental politics and Indigenous political thought would be especially desirable. More information about the School can be found at: <http://web.uvic.ca/enverb/>. Applicants should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the names and addresses (including e-mail) of three referees. The University of Lethbridge is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people with disabilities, gay, lesbian, bisexual, and other persons who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than 31 December 2004. Address correspondence to: Eric Higgs, Director, School of Environmental Studies, P.O. Box 3700, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4.

■ ENVIRONMENTAL STUDIES — York University. The Faculty of Environmental Studies at York University in Toronto invites applications for a Contractually Limited Position in Environmental Studies and Landscape Design for a term of two years. The position will be effective July 1, 2005 to July 1, 2007. The Faculty of Environmental Studies is seeking a tenured professor in Environmental Studies, including natural, built, social and organizational environmental. Additional information about the Faculty of Environmental Studies can be found at <http://www.yorku.ca/fes>. The successful applicant will be expected to teach teaching interests and their references (email address and telephone number) should be sent to: Planning Search Committee, Faculty of Environmental Studies, Room 129, Keele University, 47 Keele Street, Toronto, Ontario M3J 1P3. Fax: 416-736-5679. Email: maiwatne@yorku.ca

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have a completed PhD in Film Studies, Media Studies, Communication or related areas. The successful candidate will demonstrate the ability to contribute to thriving undergraduate programs in Film Studies and in FIMS (Program in Media, Information and Technoculture).

In addition, we are looking for a faculty member who can play a role in developing a new Master's program in Film Studies and who can contribute to the existing MA/Ph.D. program in Media, Information and Technoculture.

The successful candidate will be able to evaluate and critique film in its wider social, cultural and economic contexts. Preference will be given to researchers whose work engages with issues of media studies, including industrial and institutional analysis; reception studies; film sound; film and new media; cinema history; film and television studies; contemporary Hollywood cinema; international cinema; the two units and descriptions of our programs are available at <http://www.fims.uwo.ca> and <http://www.film.uwo.ca>.

Interested candidates are invited to send curriculum vitae, three copies of their scholarly writing, and a cover letter outlining their interest in the position to: Dr. Catherine Rose, Dean, Faculty of Information and Media Studies, North Campus, University of Western Ontario, London, Ontario N6A 5B7. The application deadline is February 1, 2005. Or until filled.

Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All positions at York University are subject to final budgetary approval. A letter of application with an up-to-date curriculum vitae, teaching interests and three references (email address and telephone number) should be sent to: Planning Search Committee, Faculty of Environmental Studies, Room 129, Keele University, 47 Keele Street, Toronto, Ontario M3J 1P3. Fax: 416-736-5679. Email: maiwatne@yorku.ca

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QUEEN'S UNIVERSITY KINGSTON ONTARIO

UNIVERSITY OF WATERLOO

CANADA RESEARCH CHAIR (TIER II) INNOVATION & TECHNICAL ENTREPRENEURSHIP

The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a Tier II SSHRC Canada Research Chair in Innovation and Technical Entrepreneurship. We are seeking an individual at the Assistant or Associate Professor level with a record of excellent research and teaching. She or he would contribute to a dynamic research environment and to the impact of technology policy and entrepreneurship on technology-based firms. Individuals with interest in areas such as models of technological innovation, entrepreneurial decision making, or the impact of technology policy and entrepreneurship on technology-based firms. Individuals with interest in areas such as models of technological innovation, entrepreneurial decision making, or the impact of technology policy and entrepreneurship on technology-based firms.

Candidates should submit a letter of application, curriculum vitae (to include a statement of teaching and research interests), a long-term research plan, the names of three references, and one or more samples of scholarly work. Review of applications will commence on January 1, 2005. Please direct application and inquiries to:

Elizabeth Jewkes, Chair, Department of Management Sciences
Faculty of Engineering, University of Waterloo
200 University Avenue West, Waterloo, Ontario, N2L 3G1

Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise.

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CAREERS CARRIÈRES

be sent to Dr. Phyllis Wenn, Chair, Department of French, at the address shown. Applicants may consult the web page www.sfu.ca/french for further information on the Department of French. Deadline for application is January 31, 2005. Information collected on application documents is collected under the authority of the University Act (R.S.B. 1996, c.46B.5.274(a)), applicable federal and provincial employment regulations and the University's privacy policy. Collection of Personal Information, (I.10.5). The information collected is directly related to and needed by the University to process applications for teaching positions and to provide services to qualified applicants. The information will be used by the Chair of the Department, or designate, to conduct teaching appointments if you have questions about the collection or use of information provided by you, please contact the Chair of the Department of French (604 291 3676).

■ **FRENCH — Simon Fraser University.** There is one available Term Lecturer position to be held in the Department of French, with duties relating to the teaching of French language courses at the 100 to 300 levels, in French Major and Extended Minor programs. The French Language Program in the Faculty of Arts, is located in Community Services. The position is for one year (three semesters), from 1 September 2004 to 31 August 2006, with possibility of renewal. All qualified candidates are encouraged to apply. Priority will be given to permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunity to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval. Qualifications: 1. Total fluency in oral and written French, and English; 2. experience in teaching French, preferably with a specialization in second language pedagogy; 3. Strong teaching skills and experience in the teaching of French language courses at the University level, 4. Competence in planning and developing curricular material for French language courses including computerized and multimedia language laboratories; ability to oversee teaching Assistants and Coordinators; 5. Other teaching responsibilities include collaborating with the team of lecturers on program-related tasks and with the Associate Proctor (Arts) of OFFA; full responsibility for one course per term; recruitment in either the Fall 2005 and Spring 2006 semesters and two courses in the Summer 2006 semester, including adapting existing courses to suit the specific needs of the French Language cohort. Duties include: 1. teaching French language, laboratory projects; the overseeing of Teaching Assistants and/or Continuing Language Instructors, which could include assessment of teaching, research and scholarly activities and the evaluation and grading of student assignments. Pay: Commensurate with qualifications and experience. See policy A20.02 for the salary scale, on a per term basis. Applications, together with CV and family information, and names of three referees, are invited. Applications, including a curriculum vitae, names and addresses of three referees whom we may contact, copies of recent significant papers and a teaching statement, should be sent to: Dr. Josephine Fenton, Chair, Department of French, The University of Western Ontario, London, Ontario N6A 2G2 Canada. Deadline for applications is February 15, 2004. Positions is subject to budgetary approval. Applications from fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **GEORGRAPHY — University College of the Fraser Valley.** The Department of Geography at UVCF invites applications for a position at the rank of Assistant Professor, commencing August 1, 2005, subject to funding. The Department is seeking an outstanding Geographer interested in contributing courses and research in human geography. A teaching load of 12 credits per year, including a tribute to courses on geographical techniques are also desirable. The successful applicant should have a commitment to experience in teaching, research and scholarly work. Applications are also welcome to teach lower and upper division courses in his/her area of expertise. Please see our website, www.uvcf.ca for details, including qualifications for this position.

■ **GEORGRAPHY — University of Toronto.** The Department of Geography and Program in Planning, University of Toronto, is inviting applications for a tenure-track position in the field of Urban Geography. The position is open to candidates with research interests in metropolitan development, social inequality and spatial polarization. Applications from Northern America would be preferred. The appointment will be at the rank of Assistant Professor and will begin on July 3, 2005. The appointment would be expected to contribute to graduate teaching and supervision, and undergraduate teaching. A successful candidate will be expected to develop an externally funded research program. The successful candidate would have a PhD in geography or a closely related discipline, an established record of high quality research, teaching experience, and a demonstrated commitment to excellence in teaching. Additional information on the Department can be obtained through the World Wide Web at www.geog.utoronto.ca. Applications should be sent to Professor Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applications should be addressed to: Professor Desloges. Materials must be received by January 10, 2005 (no email applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply. Applications should also include a statement of teaching experience, and a statement of research interests.

■ **GEORGRAPHY — University of Lethbridge.** The Department of Modern Languages at the University of Lethbridge invites applications for a probationary (tenure-track) position in French at the rank of Assistant Professor to begin July 1, 2005. The position is open to candidates with research interests in French literature and/or pre-nineteenth century French literature will be considered an asset. The successful applicant will have native or near-native fluency in French, English, and some experience teaching French language and French literature at the post-secondary level. Competence in computer-assisted language learning would also be an asset. The successful candidate will teach undergraduate French language and literature courses at all levels from beginners to advanced. The University aspires to hire individuals who have demonstrated a considerable record of excellence in teaching, research and scholarship, and especially those who have well-established research programs. We welcome diversity and encourage applications from all qualified individuals, including women, visible minorities, Aboriginal persons, and persons with disabilities. The University offers a non-smoking environment. New Faculty are eligible to apply for tenure-track positions in research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate, which is surprisingly mild for the prairie. The University offers excellent amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, and research and placements in research and innovation in faculty research provides the very best education available. For more information about the University, please visit our website at www.uleth.ca. Candidates should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of three referees who are scholars in the field. Send this material and arrange for the lat-

est three references to be mailed directly to: Professor Barbara Dickson, Acting Chair, Department of Modern Languages, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2563, Fax: (403) 329-1817, or Email: dicksonb@uleth.ca. The closing date for applications is January 31, 2005.

G

■ **GENETICS — University of Western Ontario.** The University of Western Ontario invites applications for a probationary tenure-track Assistant or Associate Professor position in Genetics. The candidate's research should encompass the areas of molecular biology, genetics, evolutionary genetics, and/or genomics. The applicant should have a broad background and training in modern genomic and molecular techniques in order to teach both the undergraduate and graduate courses offered by this department. Applicants must have a PhD and appropriate postdoctoral training or equivalent experience, and demonstrate a record of publication of high quality. The successful applicant will be expected to develop an innovative program of independent, externally funded research and teaching. The University of Western Ontario is committed to diversity within its community and especially encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Western Ontario offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply. Applications should also include a statement of teaching experience, and a statement of research interests.

■ **GERMAN STUDIES — McGill University.** The Department of German Studies at McGill University invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 2005. While possessing a firm grounding in an area of research in the age of Goethe and/or Enlightenment, this colleague should have a broad interest in German literature, culture and film studies, comparative literature, intercultural studies, or German Jewish Studies. The successful candidate will be a dynamic teacher of undergraduate and graduate students, evidence of teaching experience, and a record of publications in teaching, and a strong involvement in professional matters. Native or near-native fluency in German and English; knowledge of German and English; and a PhD in the field of appointment. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equality in employment. Persons need not be citizens of Canada to apply. Applications should be submitted with a dossier including three letters of reference and a writing sample to: Search Committee, Department of German Studies, 688 Sherbrooke Street, Suite 425, Montreal, Quebec H3A 1S3. Application deadline: December 15, 2004.

■ **GERMAN STUDIES — Université McGill.** The Department of German Studies at McGill University invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 2005. While possessing a firm grounding in an area of research in the age of Goethe and/or Enlightenment, this colleague should have a broad interest in German literature, culture and film studies, comparative literature, intercultural studies, or German Jewish Studies. The successful candidate will be a dynamic teacher of undergraduate and graduate students, evidence of teaching experience, and a record of publications in teaching, and a strong involvement in professional matters. Native or near-native fluency in German and English; knowledge of German and English; and a PhD in the field of appointment. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equality in employment. Persons need not be citizens of Canada to apply. Applications should be submitted with a dossier including three letters of reference and a writing sample to: Search Committee, Department of German Studies, 688 Sherbrooke Street, Suite 425, Montreal, Quebec H3A 1S3. Application deadline: December 15, 2004.

■ **GERMAN STUDIES — Wilfrid Laurier University.** The Global Studies Program invites applications for a tenure-track position at the rank of Assistant Professor in the dynamic and emerging field of Global Studies, effective 1 July 2005, subject to budgetary approval. Candidates must have a completed PhD and demonstrated research interests in the field of Global Studies. Applications should be submitted with three letters of reference to: <http://www.wlu.ca/~wwwgs/index.htm>. Applications should send a 1 or 2 page cover letter, curriculum vitae, teaching evaluations, and a statement of research interests and a sample publication by February 15, 2005 to: Dr. Leonard Friesen, Coordinator, Global Studies Program, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents of Canada will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from visible minority group members, persons with disabilities, and Aboriginal people.

■ **GLOBAL STUDIES — Wilfrid Laurier University.** The Global Studies Program at Wilfrid Laurier University invites applications for a tenure track position at the rank of Assistant or Associate Professor in the dynamic and emerging field of Global Studies, effective 1 July 2005. The position will be subject to budgetary approval. Candidates must have a completed PhD. We are especially interested in hearing from candidates whose research interests and teaching expertise are at the intersection of Global Studies and the Humanities, including music, film, the visual arts, literature, theatre, architecture, and design. For further information see the job listing. Three referees are encouraged to consult the Global Studies "Directions Document" at <http://www.wlu.ca/~wwwgs/index.htm>.

supervision and teaching. Teaching at the undergraduate level will be in both BSc and BA programs. The successful candidate must have a PhD in geography or a closely related discipline, an established record of high quality research, teaching experience, and a demonstrated commitment to teaching. Additional information on the Department can be obtained through the World Wide Web at www.geog.utoronto.ca. Professors: Dr. Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Lethbridge, 100 St. George Street, Lethbridge, Alberta, T1K 3M4. Application deadline: January 31, 2005. A statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applications should also include a statement of teaching experience and a writing sample dossier to: Professor Desloges. Materials must be received by January 10, 2005 (no e-mail applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Lethbridge offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply. Applications should also include a statement of teaching experience, and a statement of research interests.

■ **GERMAN STUDIES — McGill University.** The Department of German Studies at McGill University invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 2005. While possessing a firm grounding in an area of research in the age of Goethe and/or Enlightenment, this colleague should have a broad interest in German literature, culture and film studies, comparative literature, intercultural studies, or German Jewish Studies. The successful candidate will be a dynamic teacher of undergraduate and graduate students, evidence of teaching experience, and a record of publications in teaching, and a strong involvement in professional matters. Native or near-native fluency in German and English; knowledge of German and English; and a PhD in the field of appointment. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equality in employment. Persons need not be citizens of Canada to apply. Applications should be submitted with a dossier including three letters of reference and a writing sample to: Search Committee, Department of German Studies, 688 Sherbrooke Street, Suite 425, Montreal, Quebec H3A 1S3. Application deadline: December 15, 2004.

■ **GERMAN STUDIES — Université McGill.** The Department of German Studies at McGill University invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 2005. While possessing a firm grounding in an area of research in the age of Goethe and/or Enlightenment, this colleague should have a broad interest in German literature, culture and film studies, comparative literature, intercultural studies, or German Jewish Studies. The successful candidate will be a dynamic teacher of undergraduate and graduate students, evidence of teaching experience, and a record of publications in teaching, and a strong involvement in professional matters. Native or near-native fluency in German and English; knowledge of German and English; and a PhD in the field of appointment. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equality in employment. Persons need not be citizens of Canada to apply. Applications should be submitted with a dossier including three letters of reference and a writing sample to: Search Committee, Department of German Studies, 688 Sherbrooke Street, Suite 425, Montreal, Quebec H3A 1S3. Application deadline: December 15, 2004.

■ **GERMAN STUDIES — Wilfrid Laurier University.** The Global Studies Program invites applications for a tenure-track position at the rank of Assistant or Associate Professor in the dynamic and emerging field of Global Studies, effective 1 July 2005. The position will be subject to budgetary approval. Candidates must have a completed PhD. We are especially interested in hearing from candidates whose research interests and teaching expertise are at the intersection of Global Studies and the Humanities, including music, film, the visual arts, literature, theatre, architecture, and design. For further information see the job listing. Three referees are encouraged to consult the Global Studies "Directions Document" at <http://www.wlu.ca/~wwwgs/index.htm>.

■ **GERMAN STUDIES — Wilfrid Laurier University.** The Global Studies Program at Wilfrid Laurier University invites applications for a tenure track position at the rank of Assistant or Associate Professor in the dynamic and emerging field of Global Studies, effective 1 July 2005. The position will be subject to budgetary approval. Candidates must have a completed PhD. We are especially interested in hearing from candidates whose research interests and teaching expertise are at the intersection of Global Studies and the Humanities, including music, film, the visual arts, literature, theatre, architecture, and design. For further information see the job listing. Three referees are encouraged to consult the Global Studies "Directions Document" at <http://www.wlu.ca/~wwwgs/index.htm>.

Tenure-Track Faculty Positions

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, personal approach to education and distinctive programs attract outstanding faculty, staff, and students from across Canada and around the globe. MSVU is primarily an undergraduate university with strong programs in arts and science, and several professional areas. The University also offers graduate programs in six areas.

Along with strategic academic directions including academic excellence, internationalization, and facilitating technological innovation, MSVU strives to be in the vanguard of distributed learning course offerings and delivery modes. Distance learning courses are offered to students in Canada and around the world via televised and web-based course offerings.

MSVU is seeking scholars for tenure-track appointments commencing July 1, 2005 in the areas listed below. Workload for all positions includes research, teaching, and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Business Administration and Tourism and Hospitality Management

The Department offers undergraduate certificates, diplomas and degrees in business administration, as well as in tourism and hospitality management. The business department offers majors in accounting, finance, management and marketing. Co-operative education is available to students in both business and tourism programs. Course offerings via distance technologies are extensive. Agreements exist with several international colleges and universities to offer undergraduate courses. A recent international collaboration agreement calls for the offering of graduate tourism courses. Specialization preference will be given to candidates with expertise in operations management. The ability to teach courses in introductory business, organizational behaviour, and communications management would be an asset. Chair: Prof. Ann MacGillivray (ann.macgillivray@msvu.ca)

Public Relations

The Department of Public Relations offers an integrated undergraduate degree with co-operative education. Faculty come from both professional and academic backgrounds and have a wide variety of research interests. The Department is planning a new graduate program. Candidates should have experience in the practice of public relations and a PhD in a relevant discipline. The Department is especially interested in applicants with versatile teaching repertoires. Applicants should also have an interest in supervising and academically mentoring students during their integral co-op terms. Chair: Prof. Trudie Richards (trudie.richards@msvu.ca)

Philosophy and Religious Studies

The Department of Philosophy/Religious Studies offers three separate degree programs: a Bachelor of Arts in Philosophy; a Bachelor of Arts in Religious Studies; and a joint Bachelor of Arts in Philosophy and Religion that concentrates on three themes both disciplines address (human nature, ethics and social morality, and faith and reason). Area of specialization is flexible; the ability to teach introductory and eastern and western world religions is required. The successful candidate will also be expected to teach courses in both philosophy and religious studies. Chair: Dr. Randi R. Wame (randi.wame@msvu.ca)

Psychology

The Department is committed to a personalized education with easy access to faculty advising, opportunities to participate in ongoing research projects, and individualized honours supervision. While the Department's specialty is Developmental Psychology, the research carried out is quite diverse. The area of specialization is flexible; the ability to teach developmental psychology courses is preferred, and expertise in quantitative methods would be an asset. Chair: Dr. Randi R. Wame (randi.wame@msvu.ca)

Economics

The Department of Economics offers undergraduate major and minor degree programs. The Department, with the Department of Political and Canadian Studies, is contributing to the new cross-disciplinary program in Public Policy Studies. The area of specialization is flexible, but the Department is especially interested in candidates with expertise in public policy, to contribute to the new program. Chair: Dr. Nargess Kayhani (nargess.kayhani@msvu.ca)

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the appropriate Department Chair by email, or mail to their attention to Mount Saint Vincent University, Halifax, NS B3M 2J6. Departments will begin considering applications on January 10, 2005; all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, Aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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CAREERS CARRIÈRES

to Prof. E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6. Candidates should attach three letters of recommendation with their application, and send letters to the same address. The deadline for receipt of applications, letters of recommendation, and supporting materials is January 15, 2005. Applications incomplete at that date will not be considered. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents of Canada will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons with a disability are encouraged to apply. Applicants may learn more about the University at www.carleton.ca/history/ and by visiting the website of the Royal Canadian Historical Society at www.royalcanadianhistoricalsociety.ca/. Details on how to apply for academic employment at Carleton may be found at www.caat.ca/cuas/agreement/index.html.

■ HUMAN HISTORY — Carleton University. Subject to budgetary approval, the Department of History at Carleton University invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2005. The position is open to those with expertise in Kinesiology, Human Factors, Ergonomics, Physical Education, Engineering, or other related disciplines. The successful candidate will have a PhD and demonstrate a commitment to teaching and research. Evidence of peer-reviewed publications and the capacity to initiate and maintain an independent research program are required. Postdoctoral research experience and demonstrated success in securing research funding would be advantageous. Duties will include undergraduate and graduate teaching, and graduate supervision. Teaching could be in the area of exercise, school-based research, and injury prevention/rehabilitation would be viewed favourably. The Department of Kinesiology has 21 full-time faculty members, 775 undergraduate students and 45 graduate students. We also offer Honours B.Sc. Kinesiology and Honours Bachelor of Kinesiology degrees, as well as an M.Sc. and a PhD in Human Biology. The Department has a research focus and opportunities exist for both individual and collaborative research in multiple areas, including research on

special populations. Review of applications will begin on January 15th, and will continue until the position is filled. The starting date for the appointment is July 1, 2005. Applications, including a curriculum vitae, 2-3 representative publications, and three academic references should be sent to Dr. Neil McCartney, Chair, Department of Languages, Literatures and Cultures, 100 The Arches, 1000 Lakeshore and University, at the time of nomination. Professor commencing July 1, 2005. For a detailed position description visit our website at www.uwaterloo.ca/careerpositions/. Contact Dr. Jancie Driskell, Head, Languages, Literatures and Cultures/Langues, et cultures, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519 253.3000, Ext. 2873; Fax: 519 885.1615; Email: jdriskell@uwaterloo.ca. For information on the University of Waterloo or the City of Waterloo, contact Dr. Jancie Driskell, Director, Faculty Recruitment at 877-665-8608 (toll free) or recruit@uwaterloo.ca.

K

■ KINESIOLOGY — McMaster University. The Department of Kinesiology of McMaster University invites applications for a tenure-track appointment at the level of Assistant Professor in the area of Biomechanics. This position is open to those with expertise in Kinesiology, Human Factors, Ergonomics, Physical Education, Engineering, or other related disciplines. The successful candidate will have a PhD and demonstrate a commitment to teaching and research. Evidence of peer-reviewed publications and the capacity to initiate and maintain an independent research program are required. Postdoctoral research experience and demonstrated success in securing research funding would be advantageous. Duties will include undergraduate and graduate teaching, and graduate supervision. Teaching could be in the area of exercise, school-based research, and injury prevention/rehabilitation would be viewed favourably. The Department of Kinesiology has 21 full-time faculty members, 775 undergraduate students and 45 graduate students. We also offer Honours B.Sc. Kinesiology and Honours Bachelor of Kinesiology degrees, as well as an M.Sc. and a PhD in Human Biology. The Department of Kinesiology is an interdisciplinary department, with expertise spanning the social and biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is

to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in their daily activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at www.kines.mcmaster.ca/kln.htm. Applicants should include a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by fax: 519-885-6776 or mcgill@uwaterloo.ca.

■ KINESIOLOGY — University of Waterloo. Applications are being accepted for a tenure-track position at the Assistant/Associate Professor level in the area of Social and Behavioral Medicine and Health Psychology. The successful candidate must have a PhD and expertise in the social psychology using Kinesiological perspectives. The expertise should include an interest in using social approaches to health promotion, disease prevention, rehabilitation and maintenance at the individual and community levels. Successful candidates are expected to have a demonstrated record of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research, teaching, and service. The environment is dynamic and offers opportunities for this research not only within the Department but also within the Faculty of Applied Health Sciences and its multiple research units. We welcome applications from Kinesiology and related health promotion and injury/illness prevention fields such as social and preventive medicine, public health, behavior change, social science, and education, and Ergonomics. The Department of Kinesiology is an interdisciplinary department, with expertise spanning the social and biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is

to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in their daily activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at www.kines.mcmaster.ca/kln.htm. Applicants should include a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by fax: 519-885-6776 or mcgill@uwaterloo.ca.

allowance, start-up research funding and teaching load. McMaster University is an equal opportunity employer and all qualified candidates will possess a PhD in the Exercise Sciences (including but not limited to Exercise Physiology, Applied Health Science, Motor Learning, Motor Control and Development, and Biomechanics). McMaster University is committed to teaching in a liberal arts/learner environment and have a well-defined research agenda. Evidence of successful grant applications and a peer-reviewed publication would be a strong plus. The Department values both teaching and research excellence. Undergraduate students in the Department of Kinesiology and Physical Education may choose one of three degree options: Bachelor of Arts (B.A.), Bachelor of



Saint Mary's University

Halifax, Nova Scotia, Canada

Tier II Canada Research Chairs Environmental Science

The Positions: In its Strategic Research Plan, Saint Mary's University has given high priority to Environmental Science and has assigned two Tier II Canada Research Chairs to this area. In its recent Academic Plan, Saint Mary's University has identified the areas of research and graduate studies as key areas of focus for future growth. The individuals appointed to these positions will be expected to play key roles in developing Environmental Science at the University.

The Research Areas of Interest: Environmental Science at Saint Mary's University spans departmental and faculty boundaries. We seek candidates who can build and lead areas of existing strength or emerging interest that are compatible with the University's Strategic Research Plan (www.smu.ca/academic/fgrs). Ideally, one position will be in ecology or environmental chemistry, whereas the other will be in environmental geography or geology. These areas are supported by the Centre for Environmental Analysis and Remediation and the Taxonomy Laboratory, the Regional Geochemistry Centre, and the Maritime Provinces Spatial Analysis Research Centre. There is also the opportunity for collaboration with the CN Centre for Occupational Health and Safety.

The Successful Candidates: Exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. They will have an established national and international reputation of research achievement, and a successful and substantial record of teaching at the graduate and undergraduate levels in an area related to environmental science. Criteria for Tier II Canada Research Chairs can be found at www.smu.ca/academic/fgrs/index_e.asp.

Review of nominations and applications, which should include a proposed research outline and the names and addresses of at least three referees, will begin **February 1, 2005** and continue until the positions are filled. Further details may be obtained from the Dean, Faculty of Science (902-420-5493) or the Dean, Faculty of Graduate Studies and Research (902-494-8169).

Send nominations/applications to:
Dr. Terry Murphy
Vice-President, Academic and Research
Saint Mary's University
Halifax, NS B3H 3C3, Canada
E-mail: vp_academic@smu.ca
Website: www.smu.ca/academic/fgrs

Saint Mary's University is committed to the principles of Employment Equity.

www.smu.ca



McGill

Chair, Department of Obstetrics & Gynecology Faculty of Medicine

The Faculty of Medicine at McGill University is inviting applications for the position of Chair, Department of Obstetrics and Gynecology. The successful applicant will be the academic and administrative head of Obstetrics and Gynecology at McGill University, as well as Obstetrician and Gynecologist-in-Chief of the McGill University Health Centre.

The Department of Obstetrics and Gynecology has a tradition of excellence in research and clinical service. It includes units at the Montreal General Hospital, Royal Victoria Hospital, the Montreal Children's Hospital (which is part of the McGill University Health Centre), as well as the Sir Mortimer B. Davis-Jewish General Hospital and St. Mary's Hospital. The Department consists of 35 full-time academic staff members and 34 part-time staff who participate in the undergraduate, graduate and postgraduate teaching programmes. The Department has 28 residents and 11 clinical/research fellows. The residency training programs are fully accredited.

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selected by the Royal College of Physicians and Surgeons and the College des Médecins du Québec.

Applicants should have senior academic experience with strong administrative and teaching skills. A commitment to research with an international reputation in this domain are important attributes. The selected candidate must be a medical doctor and be licensed or eligible for licensure in the Province of Quebec.

Interested applicants should send their curriculum vitae (preferably by email attachment indicating the title of the position applied for) before **January 31st, 2005** to:

Dean Abraham Fuks
Faculty of Medicine
McGill University
3655 Drummond
Montreal, QC H3G 1V6
deansec.med@mcgill.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. McGill University is committed to equity in employment.

Tenure-Track Position

Social Studies Education

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B.Ed. in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

The Faculty of Education seeks applications for a tenure track position in the area of social studies education. The successful candidate will normally hold a doctorate degree in social studies education or a Ph.D. in a related content field (history/geography/economics) with compatible teacher education and K-12 teaching experience. Experience in curriculum design and development is an asset. Knowledge of hardware (computers and GPS) and software (such as ArcView) relevant for providing support in areas of instructional media and school-based technologies specific to social studies education is also a definite asset. The successful candidate will be expected to teach graduate and B.Ed. courses pertaining to elementary or secondary social studies. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on **January 10, 2005**; all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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CAREERS CARRIÈRES

of Law's commitment to innovation in teaching and program development. We invite a collegial, diverse and involved community. Applications, accompanied by a curriculum vitae, copies of transcripts, and the names and contact information for three academic referees, should be submitted by December 31, 2004. Please address applications to the Appointments Advisory Committee and send them care of Rosemary Garton, Secretary for the Appointments Advisory Committee, Faculty of Law, University of Victoria, PO Box 2400 STN CSC, Victoria, B.C., V8W 3H7; fax: (250) 721-8146. Information about the Faculty of Law can be found at <http://www.law.uvic.ca> to be followed by ordinary mail. The University of Victoria is an equal opportunity employer and encourages applications from all qualified persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may be at risk. We are committed to the diversity of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given preference.

■ **LINGUISTICS** — Saint Mary's University. Saint Mary's University invites applications for a tenure-track position in Linguistics at the rank of assistant or associate professor, effective July 1, 2005. We are seeking an individual with a minimum research profile in applied linguistics and language study, with a focus on territory-level literacies. Successful candidates should have a Ph.D. in linguistics, research experience and teaching experience in a relevant area of applied linguistics. The position will involve undergraduate and graduate teaching and research in these areas as well as research in the field of literacy. The newly established Literacy Council, The Literacy Council is charged with providing academic direction for Saint Mary's campus-wide, Senate-approved literacy strategy with respect to research, teaching and academic writing pedagogy. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity into the mission of the university for undergraduate and graduate students. The University offers broadly based major, honours and certificate programs in linguistics at the undergraduate level. At the graduate level, Saint Mary's offers a post-graduate certificate in TESL and a post-graduate MEd in TESL program. Applicants should submit a curriculum vitae, teaching dossier, writing sample and the names and contact information for three

references to Dr. Esther E. Ervin, Dean of Arts and Board of Education, Saint Mary's University, Halifax, NS B3H 2C3. The closing date for applications is January 17, 2005 or until the position is filled. Although candidates of all nationalities are encouraged to apply, preference will be given to Canadian citizens, permanent residents, and permanent residents of Saint Mary's University. Saint Mary's University is committed to principles of employment equity. Rank and salary will be determined by the experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **LINGUISTICS — Concordia University.** The Department of Classics, Modern Languages and Linguistics at Concordia University invites applications for a four-month limited term appointment in Linguistics, effective January 1st, 2005 to May 31, 2005. We are seeking candidates with a minimum of one year of teaching experience with specialization in syntax and related fields, a strong research profile and teaching experience in the field. Courses to be taught may include Introduction to Syntax, Syntax and Semantics, and/or Syntax and Morphology. Please forward all applications to Dr. Catherine Veltmeyer, Dept. of Classics, Modern Languages and Linguistics, Concordia University, 1445 de Maisonneuve Blvd. West, Montreal QC H3G 1M8; cveltmeyer@concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

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■ **MANAGEMENT — McGill University.** Faculty of Management: Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor in the category of Visiting Professor, Preference in the area of Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategic Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 70 full-time faculty and offers

B.Com., M.B.A. and Ph.D. degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montréal, Québec, H3C 2L6. The closing date for applications is January 31, 2005, in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens, permanent residents of Canada and permanent residents of the University's Collective Agreement.

■ **MANAGERIAL ECONOMICS/TECHNOLOGY** — University of Waterloo. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at any level in the area of Managerial Economics/Technology Management. The candidate will be expected to teach undergraduate courses, including a core course in Managerial Economics, and to conduct research in the area of Managerial Economics. Research interests should include the application of Managerial Economics to the management of the firm, firm strategy and behaviour, and/or corporate finance. The candidate must be capable of teaching, research and graduate supervision in Managerial Economics as well as the microeconomics of technological change, design of markets in technology based industries, the economic impact of technology policy, management of technology or management of technology and entrepreneurship. Individuals with an interdisciplinary research approach (e.g. combining organizational behaviour/technology, operations research or information systems with economics) and a background in engineering management are especially welcome. A complete description of the Department of Management Sciences can be found in the Department Web site at: <http://www.mgt.uwaterloo.ca>. Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Research Chairships can be found at <http://www.chairs.gc.ca>. Please send your application and attach a brief statement of research interests and objectives, a statement of teaching interest, and three letters of reference. Electronic applications are accepted; however, all applications must be submitted in hard copy and must bear original signatures. Please forward all applications to Dr. Catherine Veltmeyer, Dept. of Classics, Modern Languages and Linguistics, Concordia University, 1445 de Maisonneuve Blvd. West, Montreal QC H3G 1M8; cveltmeyer@concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **MARKETING, BUSINESS ECONOMICS & LAW** — University of Alberta. The University of Alberta School of Business invites applications for the Chair in International Business. The University of Alberta is one of the leading research universities in Canada, and is committed to research and teaching excellence. We are looking for a candidate with a strong research record in any area of international research including, but not limited to, International Business, International Business Law, International Finance, International Management. The candidate will be expected to play a leadership role in developing further the School's growing international focus. Including the business in developing international business. It is expected that the appointment will be made at the Full Professor level. Applications should be forwarded to mbchairs@ualberta.ca (Dr. Richard O. Johnson, Chair of the Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta T6G 2R6).

■ **Marketing, Business Economics & Law** — University of Alberta. The University of Alberta School of Business invites applications for the Chair in International Business. The University of Alberta is one of the leading research universities in Canada, and is committed to research and teaching excellence. We are looking for a candidate with a strong research record in any area of international research including, but not limited to, International Business, International Business Law, International Finance, International Management. The candidate will be expected to play a leadership role in developing further the School's growing international focus. Including the business in developing international business. It is expected that the appointment will be made at the Full Professor level. Applications should be forwarded to mbchairs@ualberta.ca (Dr. Richard O. Johnson, Chair of the Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta T6G 2R6).

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

un poste de professeure ou professeur

> au rang d'adjoint ou receveur agrégé, au Département d'anthropologie, dans le domaine de l'anthropologie biologique.

un poste de professeure ou professeur

> au rang d'adjoint, à l'École de bibliothéconomie et des sciences de l'information, dans le domaine des sciences de l'information.

un poste de professeure ou professeur

> au rang d'adjoint, au Département de géographie, dans le domaine de la géographie humaine.

Date d'entrée en fonction : Variable selon les postes
(sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université s'ouvre à un programme d'accès à l'emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca

Université 
de Montréal

Faculty Positions

We have excellent teaching opportunities available in 2005 - 2006.

University Level Programs

Business Administration & Commerce

Humanities

Music

Nursing

Science

Social Sciences

- Social Psychology and others

Social Work

Teacher Education

Visual Art

Certificate & Diploma Programs

Early Childhood Development

Financial Services

Hospitality and Tourism

Rehabilitation Services

Theatre Studies

Apprenticeship and Technology

Check out our website www.rdc.ca for our current postings and sign up to be notified of all our future postings.

Making a Difference - Red Deer College provides you an opportunity to really make a difference in the lives of your students and the people you work with. You will enjoy a positive working environment with small class sizes, dedicated colleagues and an excellent professional development program.

Being the Best - At Red Deer College, we are committed to continuing our journey to become the best comprehensive college in Canada. Red Deer College enjoys a top reputation with students, employers, and other colleges and universities: a reputation built on 40 years of excellence in programs and teaching.

We offer students a diverse selection of programs including applied degrees, degree completion, university transfer, certificates and diplomas, academic upgrading, trades and industrial training, distance learning, extension and part-time learning, as well as international learning opportunities.

Quality of Life - Our City of Red Deer, located in Central Alberta, is a vibrant community ideally located between Edmonton and Calgary with access to the province's major universities, arts and cultural events, and the Rocky Mountains. Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities make Red Deer a great place to settle in and call home.

For more information on Red Deer, visit the tourism website www.tourism.rdc.ca



Human Resources
Red Deer College
Box 5005
Red Deer, Alberta
T4N 5H5
Fax: (403) 342-3161
Email: hro@rdecb.ca



At Red Deer College we are proud to be...

growing learning living our values



**BRANDON
UNIVERSITY**

Founded 1899

"Something
Special"

Dean of Education

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, science, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Faculty of Education

As a member of the University's senior administrative team, reporting to the Vice-President (Academic & Research), the Dean of Education is responsible for the leadership, operation and management of the Faculty, including strategic planning, academic development, curriculum planning and budgeting. The Dean is expected to provide visionary leadership in the current renewal of the academic programs, enhancement of scholarly activities and recruitment of additional faculty.

The ideal candidate will have proven leadership abilities and well-developed interpersonal skills to collaborate effectively within and outside the University. Demonstrated scholarly achievement and professional competence are required.

The Faculty of Education at Brandon University offers an after-degree B.Ed. program and contains dynamic graduate programs in special education, counselling, educational administration and curriculum studies. Currently, the Faculty of Education is composed of approximately 30 full-time faculty and 800 full- and part-time students. The Faculty has achieved national and international acclaim for its innovative programs for training of northern and aboriginal teachers and administrators. Included in the Faculty is the Department of Physical Education. The appointment is normally for a five-year term (subject to re-appointment) and will be effective August 1, 2005, or on availability of the successful candidate.

Please forward in confidence, your curriculum vitae and the names and addresses of at least three referees by March 4, 2005

We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
J.G. Williams, Ph.D.
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

Email
vp_ar@brandonu.ca
Fax
204-728-7340

CAREERS CARRIÈRES

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■ OPTOMETRY — University of Waterloo. The Optometry program at the University of Waterloo is widely recognized for programs both in clinical training and research. Our annual budget exceeds 7 million dollars. Applications are now being accepted for a postdoctoral research position at the Associate Professor/Full Professor level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, visual perception, and/or dyes. Eligibility for optometric licensure in the province of Ontario would be an asset but not a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William R. Burt, Department of Optometry, University of Waterloo, Waterloo, ON N2L 3G1. Evaluation of candidates will continue until the positions are filled. All qualified individuals are encouraged to apply. Interested applicants members of visible minorities, native peoples, and persons with disabilities, however, Canadian citizens and permanent residents will be given priority.

■ ORGANIZATIONAL THEORY — University of Waterloo. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Organizational Behaviour and/or Organizational Theory. We are seeking an individual with a Ph.D. who is interested in teaching research and graduate student supervision in areas such as the study of technology based companies, the organizational and behavioral implications of entrepreneurship and technological change, or the implications of information technology on organizations. An interdisciplinary research approach (e.g. using organizational behavior, information systems, operations research or information systems) and a background in engineering or science are very desirable. A complete description of

the Department of Management Sciences can be found in the department Web site at <http://www.mast.uwaterloo.ca/index.htm>. Exceptional candidates may be nominated for appointment at the Professor level. Search Chair Information: Canada Research Chair can be found at <http://www.chairs.gc.ca/>. UW is a Canadian leader in research, and prides itself on close cooperation with industry, government, foundations, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including major "start-ups" companies from around the world. The University of Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, to the natural beauty of the surrounding rural environment.

McGill's Faculty of Medicine is one of the world's leading medical faculties and plays a prominent role at McGill, accounting for about one third of the university's teaching complement and about a quarter of the university's budget. It is closely linked to a network of affiliated teaching hospitals and a newly established regional network of healthcare institutions.



DEAN, FACULTY OF MEDICINE McGILL UNIVERSITY

Founded in 1821, McGill University has built a global reputation for academic and research excellence across a wide-ranging number of faculties that distinguishes it as Canada's most international university.

McGill's Faculty of Medicine is one of the world's leading medical faculties and plays a prominent role at McGill, accounting for about one third of the university's teaching complement and about a quarter of the university's budget. It is closely linked to a network of affiliated teaching hospitals and a newly established regional network of healthcare institutions.

The Dean assumes the academic, financial and operational leadership of the Faculty, which includes, in addition to medicine, nursing, physical and occupational therapy, communication disorders and speech therapy. Key priorities of the position include:

- Academic development, including recruitment of exceptional teaching and research talent to further enhance the Faculty's academic excellence in teaching and research.
- Strategic leadership within the context of an evolving healthcare system, prioritizing key initiatives and clarifying the roles and complementarities of each of the institutions in the network.
- Government and external relations, promoting the Faculty among key constituencies and navigating through various channels to resolve complex healthcare issues. In this regard, the Dean will act as initial Chair of the new regional healthcare network (RUIS).
- Enhancement of the Faculty's financial position including involvement in fundraising activities, government funding policies and innovative revenue generating initiatives.

The successful candidate will be a highly respected academic, accomplished in research, teaching and clinical affairs and with outstanding leadership capabilities and a participative management style. Possessing MD and, ideally, PhD degrees from leading universities, noteworthy scholarly and intellectual credentials and a strong international research profile, this person must have knowledge of French or the willingness and ability to become proficient in French. Candidates should have a proven track record of addressing the position's priorities as listed above or a clear indication that they possess the required competencies.

This appointment, which will take effect summer 2005, is based in Montreal.

Applications, which will be treated in strict confidence, should be directed to:

Egon Zehnder International Inc.
1 Place Ville Marie, Suite 3310
Montreal, QC H3B 3N2.
Tel.: (514) 876-4249
Fax: (514) 866-0853
E-mail: ezimontreal@ezini.net

McGill is committed to equity in employment.

Egon
Zehnder
International



Simon Fraser University School of Computing Science Canada Research Chair (Tier I)

The School of Computing Science at Simon Fraser University is seeking candidates for a Canada Research Chair (CRC) Tier I senior-level faculty position. Applicants are expected to have a truly outstanding research program with a strong record of publication, research funding, and graduate student supervision. Applicants also must have a strong commitment to excellence in teaching. The School is interested in candidates in systems, application and foundational areas. We also have a special interest in interdisciplinary areas. However, higher priority will be given to the overall excellence of the candidate's work than to any specific area. Additional information about the CRC chairs can be found at www.chairs.gc.ca.

Simon Fraser University is consistently one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 Ph.D. and M.Sc. students, 700 undergraduate majors, and 54 faculty members. The School is in the midst of a phase of strong growth. As part of the "Doubling of Opportunities" program of the government, both the number of faculty and students are to be significantly increased.

The main campus of Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city, located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and Canadian Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the position is filled; however to be assured consideration by the search committee, applications must be received by February 15, 2005. For updated information see www.cs.sfu.ca.

Applicants should send a CV, reprints of representative publications and names of six references to: CRC Search, School of Computing Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C., Canada V5A 1S6; Email: crcsearch@cs.sfu.ca.

the Department of Management Sciences can be found in the department Web site at <http://www.mast.uwaterloo.ca/index.htm>. Exceptional candidates may be nominated for appointment at the Professor level. Search Chair Information: Canada Research Chair can be found at <http://www.chairs.gc.ca/>. UW is a Canadian leader in research, and prides itself on close cooperation with industry, government, foundations, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including major "start-ups" companies from around the world. The University of Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, to the natural beauty of the surrounding rural environment.

the Department of Pathology. We are currently seeking a Paediatric Anatomic Pathologist and an UBC Department of Pathology and Laboratory Medicine faculty member to participate in the teaching and research activities of the academic activities of the Department. As well as performing clinical and diagnostic services, you will be expected to participate in undergraduate, resident and fellowship teaching with the Department, as well as to contribute to research in pathology. You will also be encouraged to further the Department through basic or collaborative clinical research and to present your work at national and international meetings. A dedicated Paediatric Pathologist, you have expertise and experience in paediatric surgical and autopsy pathology in addition to research interests in congenital anomalies, immunopathology, and/or molecular pathology. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University encourages members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will begin on March 1, 2005. Please send a detailed Curriculum Vitae including a summary of research and teaching interests, a list of courses taken at the doctoral level (for recent PhDs), one or more representative publications, and the names and addresses of at least three referees to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave., Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: inquiries@umanitoba.ca.

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■ PHILosophy — University of Waterloo.

The University of Waterloo wishes to honor our recently appointed feminist philosopher and to provide a continuing learning opportunity for students and colleagues at the University. The Humphrey Professorship in Feminist Philosophy, Department of Philosophy, University of Waterloo, Waterloo, Ontario, N2L 3G1, is held by Dr. Anne Humphrey Minas. The Humphrey Professor in 2003 was Dr. Christine Royal (Queen's University) and, in 2004, it was Dr. Marilyn French (University of Illinois).

The term of the visit is one or two terms of the Canadian academic year (Fall, Winter, Spring). Teaching duties include a senior level course in contemporary feminism, and some teaching duties in philosophy of mind, embryology and obstetric pathology. Candidates must be eligible for licensure in Royal College Physicians and Surgeons of Canada and certified by the Royal College of Physicians and Surgeons of Canada to be commensurate with experience. Academic rank, dependent on qualifications, will be recommended through the Department of Pathology and Laboratory UBC. Clinical appointments will be determined by the most appropriate candidates. UBC and its partners in the field of medical and academic research are committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. If you have been searching for a high profile role where you can really make a difference, consider making the move to the Children's and Women's Health Centre of the University of British Columbia Vancouver, B.C. Located between the Pacific Ocean and the Coastal Mountains, Vancouver is home to a wide range of world-class cultural, recreational and natural attractions. The year-round mild climate makes it one of the world's most livable cities and offers residents an unsurpassed quality of life. The opportunity to share in Vancouver's awe-inspiring scenery and exciting lifestyle, while enjoying the challenge and excitement of working in this leading-edge provincial facility, makes Vancouver a won-

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■ PAEDIATRIC PATHOLOGY — University of British Columbia. Being the best begins here. Children's & Women's Health Centre of the University of British Columbia Hospital is a pediatric care hospital located in the beautiful Vancouver, British Columbia. You will benefit from all the resources that come with being part of an academic medical science center. Located in the University of British Columbia (UBC), plus be surrounded by the breathtaking beauty of BC. Renowned for providing exemplary care to children, young and women, this Centre is a leader in pediatric research. UBC's Children's & Women's Hospital and Health Centre, Sunny Hill Health Centre for Children, and the Research Institute for Child and Women's Health. The Department of Pathology & Laboratory Medicine at CSW is recognized as a major centre for paediatric, embryo/fetal and obste-

rical pathology. We are currently seeking a

Paediatric Anatomic Pathologist and an UBC Department of Pathology and Laboratory Medicine faculty member to participate in the teaching and research activities of the academic activities of the Department. As well as performing clinical and diagnostic services, you will be expected to participate in undergraduate, resident and fellowship teaching with the Department, as well as to contribute to research in pathology. You will also be encouraged to further the Department through basic or collaborative clinical research and to present your work at national and international meetings. A dedicated Paediatric Pathologist, you have expertise and experience in paediatric surgical and autopsy pathology in addition to research interests in congenital anomalies, immunopathology, and/or molecular pathology. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University encourages members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will begin on March 1, 2005. Please send a detailed Curriculum Vitae including a summary of research and teaching interests, a list of courses taken at the doctoral level (for recent PhDs), one or more representative publications, and the names and addresses of at least three referees to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave., Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: inquiries@umanitoba.ca.

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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Jewish Education/ Jewish Studies TENURE-STREAM FACULTY POSITION

The Faculty of Education and the Faculty of Arts invite applications for a joint tenure-stream position in Jewish Education/Jewish Studies at the Associate or Assistant Professor level.

The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. The Jewish Teacher Education Program is located in the Faculty of Education. Faculty members work in collaboration with the Toronto Jewish schools, with the Toronto Board of Jewish Education, and with colleagues in related areas of the University. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Faculty of Arts offers courses in many disciplines, as well as a large number of interdisciplinary courses and programs. The Jewish Studies Program includes courses in Humanities, Hebrew, History, Sociology, Psychology, Social Science, Women's Studies, and Film. Among its special interests are classical Judaism, Jewish thought, Canadian Jewish, and Sephardi Jewish. Teaching, research and outreach activities in Jewish Studies are co-ordinated through York's Centre for Jewish Studies, where there are 40 affiliated full-time faculty members and three endowed chairs. Applicants are invited to visit the Faculty's website at www.arts.yorku.ca.

Candidates should have completed a doctorate in Jewish Education or a related field of Jewish Studies, and have knowledge of classical Judaism, and complete fluency in contemporary spoken Hebrew. Candidates must present evidence of their ability to: establish a strong program of scholarly research in Jewish education; teach at the undergraduate and graduate levels in the Faculty of Education and Jewish Studies; supervise student teachers; be prepared to assume the co-ordination of the program in Jewish Teacher Education; participate in a professional development program; and, be willing to take a role in the leadership of York's Centre for Jewish Studies.

Initial rank and salary will be commensurate with qualifications and experience. If the candidate is appointed at the Associate Professor level, he/she will immediately be appointed Koschitzky Family Chair in Jewish Teacher Education. If the initial appointment is at the Assistant Professor level, the candidate will be eligible to be appointed to the chair after receiving promotion to Associate Professor.

Applicants should submit a detailed letter of application describing the candidate's qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, one sample of scholarly writing, and arrange for three referees to send letters of recommendation, by January 31, 2005, to: Dr. Paul Axelrod, Dean of Education, Faculty of Education, York University, 5853 Ross Building, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted. The appointment will commence on July 1, 2005. All positions at York University are subject to budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at www.yorku.ca/acadjobs.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

YORK
UNIVERSITY
redefine THE POSSIBLE.

CAREERS CARRIÈRES

luthercollege.edu. Responsibilities include teaching, research, committee work and contributing to the campus community. The start date is July 1, 2005, or as soon as possible thereafter. The position should include a curriculum vitae outlining diversity training, teaching experience, research and conference presentations; applicants should attach three letters of reference to be sent to the chair. A statement explaining the candidate's interest in teaching at a liberal arts college in a Christian context should also be included. Applications should be sent to: Dr. Bryan Hill, Academic Director, Luther College, University of Regina, Regina, SK S4S 4D2. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, Aboriginal persons, people with disabilities, visible minorities and people with disabilities. The closing date for applications is January 14, 2005 or when the position is filled.

■ **PHILOSOPHY** — Carleton University, Department of Philosophy, Carleton University, Ottawa, Ontario, Canada, seeks to fill the Bowen Chair Professorship. The Chair is a full-time position, at the rank of Professor or Associate Professor. This is a tenure-track appointment and dependent on budgetary approval, will be effective July 1, 2005. July 1, 2005. Areas of Specification: Ethics or political philosophy, including the theory and applications to public policy issues. Areas of Competence: open. Ordinary year teaching load is 3.0 courses per year for graduate students. The successful candidate will be appointed in Philosophy (<http://ideaw.ca/philosophy>) and will be expected to play a leading role in further development of the Centre on Applied Ethics (<http://www.caet.ca>). Carleton University is a research-intensive university in Canada's capital and offers a full range of graduate programs, including a Master's program and PhD in Philosophy and PhD in Science. All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be considered first. Carleton University is committed to employment equity and encourages applications from all qualified candidates including women, Aboriginal persons, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to Jay Dydylewicz, Chair, Department of Philosophy (Jay.Dydylewicz@carleton.ca). Applications of three or more referees, samples of recent research, evidence of excellence in teaching should be sent to: Prof. Jay Dydylewicz, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. All received applications begins on December 2004 and will continue until the position is filled.

■ **PHILOSOPHY** — St. Thomas More College, The Department of Philosophy at St. Thomas More College (STM), a Catholic College in the Basilian tradition federated with the University of Saskatchewan (U of S), invites applications for a tenure-stream position in Ethics at the rank of Assistant Professor, commencing July 1, 2005. The STM Department of Philosophy offers its own undergraduate program as well as collaborates with the U of S Department of Philosophy. The successful candidate will be required to teach a PhD completed (or near completion) in Philosophy with an established specialization in Ethics, with either a virtue Ethics or Thomistic approach to the discipline. The candidate should be expected to develop and maintain an active program of research and will contribute to the education and training of undergraduate and graduate students. The successful candidate will be required to demonstrate a strong theory and ethical problems as well as core courses in the department. Applicants must send (1) a letter describing teaching and research interests, (2) a curriculum vitae detailing teaching and research, publications (attach sample publications), and documenting teaching experience and ability (include teaching evaluations), as well as (3) arrange for three confidential letters of reference. All applications will be given priority. We will begin to consider completed files in January 2005. Interested candidates should submit application materials to: Dr. C. Stil, Head, Department of Philosophy, St. Thomas More College, 1457 10th Street, Saskatoon, Saskatchewan, S7N 2W8. Inquiries may be directed by email to cstil@stmccollege.ca. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The advancement of tenure is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty and encourages applications from people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Philosophy Department and St. Thomas More College visit <http://www.stmccollege.ca/StM> or by email at the address above.

■ **PHYSICAL EDUCATION & KINESIOLOGY** — Brock University, The Department of Physical Education and Kinesiology is seeking qualified applicants with expertise in Physical Education pedagogy and curriculum development for a probationary/tenure-track position in the area of Research in Early Childhood Education. The closing date for applications is June 1, 2005. The successful applicant must be qualified to teach in at least one or more of the following areas: observational movement techniques, educational games, games, fitness, and school-based physical activities for edocents. A background in secondary education and the ability to teach courses related to the field of study, complete a doctoral or established research profile, and the potential to secure external funding are also required. The closing date for applications is January 14, 2005 and the review process will continue until the position is filled. Applicants must submit a letter of application, a curriculum vitae, and the names, addresses and contact information of three referees to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Email: danny.rosenberg@brocku.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is com-

mitted to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are encouraged to apply. More information: Brock University, Department of Physical Education and Kinesiology can be found on the University's website www.BrockU.ca.

■ **PHYSICS** — Wilfrid Laurier University, The Department of Physics and the Faculty of Science invites applications for tenure-track positions in physics, effective July 1, 2005, subject to budgetary approval. The Department wishes to strengthen its interests in particle theory, computational physics, and computer simulations. Current research areas include fibre optics and photonics, photonic device modelling, nonlinear physics and chaos, quantum information and computation. The University is a founding member of SHARCNET, a shared hierarchical academic research computing network operating within the province. Candidates must have a PhD in Physics or in a closely related field, be self-motivated, evidence of a commitment to and superior ability in teaching, and have an active research program with strong potential for external funding. The position is open until a curriculum vitae, statements of research and teaching interests, and arrange to have three letters of reference sent to: Dr. Siu-Cheng Chau, Chair, Department of Physics and Chemistry, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3G1. Email: schau@wlu.ca. Applications will be reviewed beginning January 30, 2005 until the position is filled. Those received by January 30, 2005 will be given first consideration. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **PHYSICS** — University of Toronto, The Department of Physics at the University of Toronto is seeking applications for a tenure-stream appointment in Solid Earth Geophysics at the rank of Assistant Professor. The starting date is on or after July 1, 2005. We seek exceptional candidates with interests in any field of Solid Earth Geophysics. The geophysics group currently consists of researchers with di-

verse interests in the fields of geodynamics, tectonophysics, planetary physics, seismology, exploration geophysics, marine geophysics, geomagnetism and climatology. The most interesting candidates are prospective candidates to visit our home page at <http://www.physics.utoronto.ca/geophys/>. For this position, we seek candidates with a PhD in physics and proven excellence or outstanding potential in research and teaching. The salary will be commensurate with qualifications and experience. Please submit complete hard-copy applications only, including a curriculum vitae, list of publications, research plan, and three letters of reference. Please submit complete hard-copy applications only, including a curriculum vitae, list of publications, research plan, and three letters of reference, to be sent to: Professor Michael Luke, Chair, Department of Physics, University of Waterloo, 613 George Street, Waterloo, Ontario, N2L 3G1 Canada. Applications will be reviewed beginning February 15, 2005 until the position is filled. Those received by February 15, 2005 will be given first consideration. The successful candidate will overlap or complement the strengths of the astrophysics group in extragalactic astrophysics, cosmology and star formation. The position is open to the world, and is strongly committed to diversity within its community. The

University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The Physics Department at Waterloo, as part of its ongoing expansion in astrophysics and cosmology, the Department of Physics of the University of Waterloo, invites applicants for one or two positions as assistant professor level. Applications will be reviewed beginning February 1, 2005 until the position is filled. All qualified candidates must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range will be commensurate with qualifications and experience. The Astrophysics and Gravitation Group at Waterloo consists of 9 faculty members. The University of Waterloo is a member of the SHARCNET consortium of 11 high performance computing faculty members; members have full access to SHARCNET facilities, which will include several machines in the top 100 list. We also maintain close links with the Institute for Theoretical Physics. More information about the Physics Department and about the Astrophysics and Gravitation Group can be found at <http://www.science.uwaterloo.ca/physics/astroastro.html>, respectively. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range will be commensurate with qualifications and experience.

Tenure-Track Position

Education – Learner Assessment and Evaluation

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B.Ed in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

The Faculty of Education is seeking a colleague with expertise and experience in classroom/learner assessment and evaluation with an emphasis on the evaluation of the multiple ways learners represent their knowledge. The successful applicant also should be one who is able to support others in the areas of measurement, evaluation, research and alternative assessment. The focus for teaching at the graduate and BEd levels will be on student learning, assessment and evaluation of learning, measurement and evaluation, and in the area of educational assessment. Desired qualifications in addition to a doctorate in education appropriate to the position include classroom-based experience and/or experience as an educational consultant, a background in teacher-designed measures, and a clear understanding of learner outcomes and curriculum expectations in Nova Scotia and Canada. Additional desirable knowledge and experience in the area of research methods would be an asset. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on February 7, 2005, all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, Aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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GO



Excellence • Innovation • Discovery

www.msvu.ca

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Tenure-Stream Faculty Position PUBLIC SECTOR MANAGEMENT

The Schulich School of Business is seeking a tenure-stream faculty member in Public Sector Management at the Assistant or Associate Professor level, effective July 1, 2005, subject to budgetary approval. Candidates should: have a strong commitment to scholarly research and publication and effective teaching (for senior appointments, a record of publication in high-quality refereed journals, and evidence of effective teaching are required); be qualified to teach public sector management, particularly comparative international management, and actively contribute to various international programs in the Schulich School of Business and the work of the Canadian Centre for German and European Studies at York University; have the ability to teach in a multidisciplinary course in German Studies. In addition to excellent communication skills in English and French, candidates must have the ability to conduct original research in German.

Salary and benefits are competitive. Applicants should send an application letter and a curriculum vitae, by December 15, 2004, to: Dr. D. Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, Seymour Schulich Building, Suite 302N, Toronto, Ontario, Canada, M3J 1P3.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/academic or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



Research Chairs

Malaspina University-College, located on beautiful Vancouver Island, is accepting proposals for two Research Chairs:

B.C. Regional Innovation Choir in Aboriginal Early Childhood Development

B.C. Regional Innovation Choir in Tourism and Sustainable Rural Development

For full details please click on Employment Opportunities (Employment Postings, MFA) on the Malaspina University-College website www.mala.ca



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redefine the possible

CAREERS CARRIÈRES

experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a record of their teaching skills. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chai, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1, Tel: (519) 885-4567, Ext. 6331; Email: physics@uwaterloo.ca. All applications will be considered until the positions are filled. We encourage applications from women, individuals with disabilities, including women of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **PHYSICS** — University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level. An exceptional cases an appointment at a higher level is possible in the areas of experimental condensed matter physics and theoretical condensed matter physics. We begin in January 2005. The successful candidate will be expected to teach courses in the areas of condensed matter physics will be considered. However, we are particularly interested in candidates with research interests in: (i) problems pertaining to quantum phase transitions, quantum criticality, computational condensed matter theory, decoherence in solid state systems, strong-coupling theory, and (ii) solid state systems, spectroscopic techniques (NMR, Raman, muSR, neutron), and transport and bulk properties of strongly correlated electron and spin systems. Further information about the department can be located on the web page: <http://www.science.uwaterloo.ca/physics>. Applicants must have a PhD degree, a record of strong research accomplishments, teaching experience, and postdoctoral experience and promise to excel in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be addressed to the Chai, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1, Tel: (519) 885-4567, Ext. 6331; Email: physics@uwaterloo.ca. All applications will be considered until the positions are filled. We encourage applications from women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **PHYSICS** — University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, monolithic quantum field theory, both perturbative and non-perturbative, commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, quantum cryptography, quantum foundations, quantum gravity and string theory; (iii) astroparticle physics, including both the inverse and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational wave detection; and (iv) solid state, strongly correlated fermions, and advanced computational techniques applied to the compilation of statistical mechanics problems, including the loop group. Tenure-track applicants will receive the opportunity to participate in activities at the Institute for Quantum Computing. Further information about the Department of Physics, University of Waterloo, can be found on the web page: <http://www.science.uwaterloo.ca/physics> and <http://www.perimeterinstitute.ca>, respectively. Applicants must have a PhD degree, a record of research accomplishments, and promise to excel in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chai, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1, Tel: (519) 885-4567, Ext. 6331; Email: physics@uwaterloo.ca. Applications

will be considered at any time until the position is filled. We encourage applicants to include a teaching plan. Further information about the Department can be found on our web page: <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PHYSICS** — University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the areas of theoretical physics: (i) quantum gravity, including string theory, monolithic quantum field theory, both perturbative and non-perturbative, commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, quantum cryptography, quantum foundations, quantum gravity and string theory; (iii) astroparticle physics, including both the inverse and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational wave detection; and (iv) solid state, strongly correlated fermions, and advanced computational techniques applied to the compilation of statistical mechanics problems, including the loop group. Tenure-track applicants will receive the opportunity to participate in activities at the Institute for Quantum Computing. Further information about the Department of Physics, University of Waterloo, can be found on the web page: <http://www.science.uwaterloo.ca/physics> and <http://www.perimeterinstitute.ca>, respectively. Applicants must have a PhD degree, a record of research accomplishments, and promise to excel in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chai, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1, Tel: (519) 885-4567, Ext. 6331; Email: physics@uwaterloo.ca. Applications

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will be considered at any time until the position is filled. We encourage applicants to include a teaching plan. Further information about the Department can be found on our web page: <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The Physics department, <http://www.science.uwaterloo.ca/physics>, is part of the Faculty of Science and has thriving groups in astrophysics, biophysics, condensed matter, optics and quantum information. The Physics department is affiliated to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.ca. IQC is a research institute that is a division of the Faculty of Engineering, Mathematics and Science. The candidates will also have the opportunity to work with the Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Interested individuals should send curriculum vitae, selected reprints/ proposals, and a teaching plan. Applications should be made for three letters of reference to be sent. Materials should be addressed to Prof. Robert Mann, Department Chai, UW-PI/Theoretical Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1, Tel: (519) 885-4567, Ext. 6331; Email: physics@uwaterloo.ca. Applications received by December 15, 2004 will be given first consideration, however all applications received by January 15, 2005 will be considered. Applications should be sent to Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, CANADA N2L 3G1, Tel: (519) 885-4567, Ext. 4021; Email: raymond@uwaterloo.ca. The deadline for receiving applications is 31 December 2004 (late applications may be considered if no position remains unfilled).

■ **PHYSICS** — University of Waterloo. Applications are being invited for a tenure or tenure-track position at the Assistant Professor level in the Department and the Institute for Quantum Computing. The search is focused on senior experimental physicists with strong interest in quantum information through quantum optics or quantum computing. Outstanding candidates may also be considered. At least one candidate will hold a research chair for a period of 3 years. The successful candidate will receive funding and an additional stipend. Responsibilities will include the supervision of graduate students as well as some teaching at the undergraduate and graduate levels. Salary will depend on the individual's qualifications and experience. Effective date of appointment: September 1, 2005. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHYSICS** — University of Waterloo. Applications are being invited for a tenure or tenure-track position at the Assistant Professor level in Urban Design. The successful candidate will have doctoral level planning and design experience and a record of research in urban design, including research in environmental and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that are innovative and relevant to urban design studio instruction (including computer assisted design in urban planning studios). The candidate should have a record of scholarly output (writing, teaching, design contributions, etc.) at additional international and/or national levels. Effective date of appointment: September 1, 2005. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE** — University of Windsor. The University of Windsor invites applications for two tenure-track positions in the Department of Political Science in the areas of Political Geography, with a specialization in environmental and/or natural resource issues and Comparative Politics or International Relations, with a specialty in International Relations. A Ph.D. in Political Science or related field is required. The successful candidate will be able to consult and participate

freely with colleagues in the Faculty and will have access to advanced computing and other research facilities and resources. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents.

The University of Windsor encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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freely with colleagues in the Faculty and will have access to advanced computing and other research facilities and resources. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents.

The University of Windsor, City of Windsor, Ontario, Canada, invites applications for a tenure-track position in the Department of Political Science. The position is to take effect July 1, 2005.

The successful candidate will be expected to teach large undergraduate classes, as well as graduate classes, and will be expected to participate in the administration of the department. A teaching research dossier will also be considered and advantageous. Applicants should have a PhD or near completion. Applications should be submitted by December 1, 2004 and should include a curriculum vitae and the names and addresses of three referees. Applications should be sent to: Professor of June O'Reefes, Chai, Recruitment Committee, Department of Political Science, Block University, 83 University Avenue, London, Ontario, N6A 3A9 (e-mail: oleefes@uwo.ca). All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is committed to a balanced gender policy aimed at reducing gender imbalance

Discover a career in the Northern Ontario School of Medicine

FACULTY POSITIONS

A new medical school and joint venture of Laurentian and Lakehead Universities, the Northern Ontario School of Medicine has main campuses in Sudbury and Thunder Bay, and multiple teaching and research sites distributed across Northern Ontario.

The Medical School invites applications for tenure-track or tenured positions. The faculty at the Medical School are distributed among the Medical Sciences, Human Sciences and Clinical Sciences Divisions. Appointments will be at the rank of Assistant, Associate or Full Professor. Successful candidates will be expected to teach undergraduate medical students in a case-based curriculum, undertake externally-funded innovative research, and participate in administrative activities. The minimum requirements are a Ph.D. or equivalent, teaching experience at the university level, and demonstrated experience in research. Experience in teaching small groups and a record of interdisciplinary teaching and research will be considered an advantage. Remuneration is competitive and will be based on qualifications and experience. Applications will be considered beginning January 24th, 2005 and all positions will remain open until filled. Successful applicants will be expected to take up their positions by July 2005.

Medical Sciences Division — 4 positions

Applications are invited from qualified individuals for the following positions: immunologist (Thunder Bay location); haematologist (Thunder Bay location); physiologist/developmental biologist, with expertise in the anatomy and physiology of the human reproductive system (Sudbury location); physiologist, with expertise in the anatomy and physiology of the digestive system and capable of teaching musculoskeletal anatomy (Thunder Bay location).

Human Sciences Division — 2 positions (in either location)

Applications are invited from qualified individuals with experience in one or more of the following areas: aboriginal health, biostatistics, francophone health; gerontology; health economics and policy; medical anthropology; medical ethics; medical geography; medical sociology; mental health and/or supportive care and/or spiritual health; northern and rural health; public health; program evaluation.

Inquiries should be directed to:

Medical Sciences Division

Dr. Gary Ferroni
Northern Ontario School of Medicine
East Campus at Laurentian University
Phone: (705) 662-7222
Email: garry.ferroni@normed.ca

Further information about the Northern Ontario School of Medicine is available at <http://www.normed.ca>. Candidates are invited to submit an application* quoting competition number 2004-58-KG or 2004-59-KG to:

Northern Ontario School of Medicine
Attention: Human Resources
935 Ramsey Lake Road, Sudbury, ON P3E 2C6
Email: Human.Resources@normed.ca



Northern Ontario
School of Medicine

* Applications should include a letter confirming the applicant's understanding of the educational philosophy of the Medical School, a curriculum vitae, evidence of teaching and research experience, one to three representative publications, and the names of three referees who may be contacted with the approval of the applicant.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Northern Ontario School of Medicine is committed to employment equity, welcomes diversity and encourages applications from all qualified applicants, including women, individuals within visible minorities, aboriginal persons, and those with disabilities.

BOOKSHELF

COIN DES LIVRES

Will Our Anti-Terrorism Act Lead Us Down the Road to Tyranny?

September 11: Consequences for Canada

Kent Roach. Montreal, Quebec & Kingston, Ontario: McGill-Queen's University Press, 2003; 280 pp; ISBN: 077352584X, hardcover \$70 ca.; ISBN: 0773525858, paper \$22.95 ca.

By W. WESLEY PUE

ON September 11, 2001, Al-Qaeda terrorists orchestrated an attack of unmistakable significance on America. Horrific images are inscribed on our collective consciousness, disturbing everyone who lives in North America, everyone who has ever entered an office tower or travelled by air. The symbolism of coordinated attacks on global capitalism's nerve centre, on the hegemon's military headquarters and possibly on the centre of western political power is more frightening still.

The consequences have been dramatic and global: two wars (Afghanistan, Iraq and counting), a significant re-jigging of international relations, immense strain on longstanding alliances, increasingly clear American contempt for international law including the conventions governing warfare, revolutionary transformations of government, constitutionalism and policy in the U.S., and significant trickle-down effects everywhere. Canada, the mouse sleeping next to the elephant, has cause for concern.

Kent Roach's reflections on such matters in *September 11: Consequences for Canada* is partly a critique of legal changes rushed through Canada's Parliament immediately following September 11, 2001. However, the book also uses the events and consequences of September 11 as the basis for a thorough treatment of Canadian civics (a much-neglected subject).

A nationalist in the English Canadian tradition, Roach identifies essential Canadian values relating to law, democracy, sovereignty and security that he says are now under threat. Although long under pressure as a result of gradual social change, these values have been subjected to particularly powerful transformative forces since September 11, "driving Canada towards Americanized criminal justice, immigration, and military and foreign policies that depart from such Canadian values as multiculturalism, peacekeeping, and respect for international laws and institutions."

CANADA'S FIRST, most obvious and most dramatic response to the war on terror was the hurried enactment, in the autumn of 2001, of Bill C-36, the Anti-Terrorism Act, a poorly drafted, terribly flawed piece of legislation. Roach criticizes the act as irrational and contrary to foundational principles of good law and ineffective. One can imagine the conversation that might have ensued between Roach and then Attorney General Anne McLellan:

McLellan: We will boldly and immediately confront this new horror of terrorism. We will make it a crime to hijack airplanes, fly them into office towers or perpetrate other acts of violence against anyone for religious, political or ideological purposes.

Roach: Terrorism isn't new. Remember the FLQ? Anti-abortion extremist shootings of doctors? Fire-bombed video stores? The Air India bombings? Isn't it already a crime to do those things?

McLellan: This will show terrorists we really mean business: we will now impose peace bonds on suicide bombers. And we can seize their assets.

Roach: Why is the purpose of the action relevant? Surely the crime is doing bad things and the purpose irrelevant.

McLellan: Terrorism is about politics, religion or ideology.

Roach: Won't this encourage police to target racial or religious minorities unfairly for scrutiny and investigation?

McLellan: The act does not say that security officials should engage in racial profiling.

Roach: Shouldn't it be explicitly prohibited?

McLellan: No.

Roach: Hmm. But wouldn't this law label heroic individuals such as Norman Bethune, Nelson Mandela, Mahatma Gandhi and even George Washington as "terrorists"? Freedom struggles sometimes involve disruption of services – even violence.



Second, the bill fit an evolving pattern of law-making by means of reactive, ad hoc, criminal law reform. Although often ineffective, "a narrative and memorial style of criminal law" is cheap and easy: the media love it, the opposition never howls. No one ever argues in favour of domestic violence, kiddie porn, hateful speech or terrorism. "The criminal law," Roach says, "builds on itself, using previous expansions to justify further expansions. It also follows the pattern of new criminal law being fashioned as a response to particular crimes, and not on the basis of overarching principles." Because exceptional powers tend to become normalized, one incursion on civil liberties spawns another as surely as the inevitable sequence of dramatic and violent events generates a vicious circle of ever-escalating demands for memorial-style criminal law. That, however, is the road to tyranny. Criminal law reform should respect core "principles" such as the need for a clearly defined and restrained criminal law, and respect for rights such as freedom of expression, the right to silence, and the presumption of innocence."

TWO PARTICULARLY insidious arguments were put forth by government members defending the Anti-Terrorism Act as it moved through Parliament. One was the idea that the bill must be good law because it had been "charter-proofed" by the Attorney General's staff. Even leaving aside the patronizing "trust me" attitude that such an assertion implies, charter proofing is not the whole story of constitutionalism. Taking steps to ensure that an act will survive scrutiny by the Supreme Court of Canada applying the Canadian Charter of Rights and Freedoms sets the bar very low, deflecting attention entirely from the wisdom of the statute. For a minister to say a bill will survive charter scrutiny implies nothing about the way in which police officers will use the act, nothing about the likelihood of the bill attaining its desired ends and nothing about its consonance with Canadian standards of civil liberties, justice, constitutionalism or the rule of law. Presenting draconian legislation as charter-proof is fundamentally a shell game wherein the public's eyes are focused on one spot while the action takes place elsewhere:

"Such a strategy may deceive a public who thinks that consistency with the Charter means that rights are not infringed ... Constitutionalism in Canada before the Charter was built on the notion that those in power should not exercise their legal powers to the fullest extent possible even in times of perceived crisis. It was fundamental to British constitutionalism that what was legal might nevertheless be improper and unconstitutional ... we are losing sight of this older sense that power must be restrained by decency, prudence, and tradition, not just the legal limits that lawyers and courts impose on us."

In the debate concerning the Anti-Terrorism Act, the charter became just another pivot-point for ministerial media spin. Selling bad laws as charter-proof is a particularly insidious and cynical political ploy.

The second bad argument the government developed was positively Orwellian. Whereas the conventional way of thinking about police powers in relation to civil liberties recognizes a need to reconcile conflicting demands between law enforcement or security on the one hand and the values of liberty on the other, the problem was made to go away entirely by the rhetorical magic trick of calling security a human right. Presto, now we have not a human right balanced against its opposite, but two human rights deserving of equal attention! "Even illiberal definitions of terrorism and strong police powers would now be defended in the name of human and equality rights." Although this obfuscatory word play probably fooled no one, the national embarrassment of seeing ministers and government-side MPs shamelessly mouth such nonsense in the House of Commons and elsewhere, day in, day out, speaks poorly both of Canada's Parliament and the members of the media who cover it.

While it would be bad enough if Roach's book only illuminated an illiberal bill passed into law by means of particularly unpleasant political manoeuvring, a further theme is more disturbing still: terrorism, after all, presents real threats to public safety, but it turns out that the Canadian govern-